

**ADDENDUM 1  
"Opt out"**

**REGULATION 32 OF THE CONDUCT REGULATIONS LIMITED COMPANY CONTRACTOR OPT-OUT NOTIFICATION**

The Conduct of Employment Agencies and Employment Business Regulations 2003 ("the Conduct Regulations") applies to any introduction or supply of limited company contractors to a Client from July 6<sup>th</sup> 2004. However, the Conduct Regulations make provision for those workers whose services are supplied via a limited company to opt out of the Conduct Regulations in accordance with Regulation 32.

If you wish to opt out of the application of the Conduct Regulations, please read this notification carefully and ensure that it is signed by an authorised representative of the Company and the Resource undertaking the Consultancy Services.

You are also recommended to seek independent legal advice.

**This Opt-Out Notification is dated the «Effective\_Date»**

Parties Opting-Out:

- 1) «Ltd\_Company\_Name» of «LtdCompanyAddLine1», «LtdCompanyAddLine2», «LtdCompanyAddLine3», «LtdCompanyAddLine4» (the "Company")
- 2) «FirstName» «Last\_Name» of «Postal\_Address\_Line\_1», «Postal\_Address\_Line\_2», «Postal\_Address\_Line\_3», «Postal\_Address\_Line\_4», «Postal\_Code» (the "Resource")

Whereas:

1. This Opt-Out Notification is supplemental to the agreement between Networkers International (UK) Plc and the Company (the "Agreement"). The terms used in this Opt-Out Notification shall have the same meaning as defined in the Agreement.
2. The Company and the Resource acknowledge that it is their intention that the provisions of the Conduct Regulations do not apply to any future assignment agreed between the Parties and in particular the Assignment whereby the Company and the Resource agree to provide services to the Client under the terms of the Agreement.
3. The parties have freely entered into this Opt-Out Notification.
4. Further, the Resource is free to withdraw from this Opt-Out Notification at any time, by giving not less than one week's notice to Networkers International (UK) Plc. However, in accordance with the Conduct Regulations, where notice is given during a particular assignment, it will not take effect until the Resource completes or terminates such assignment. The Company and the Resource consent to the disclosure of this Opt-Out Notification by Networkers International (UK) Plc to the Client for which the Company and the Resource provide services under the Agreement.

**Networkers International (UK) Plc, the undersigned, agree to be bound by the terms of this Opt-Out Notification and understand that by signing below that we are agreeing that the provisions of the Conduct Regulations shall not apply.**

**Signed:** \_\_\_\_\_

**Signed:** \_\_\_\_\_

For and on behalf of the Company

The Resource

**Dated:** \_\_\_\_\_

**Dated:** \_\_\_\_\_

**If you do not wish to opt out please  tick here and provide evidence of the following:**

- your identification. Please send us a clear copy of one of the following documents: passport, driving licence, birth certificate, or (where applicable) National Identity Card;
- relevant training. Please send relevant training record cards or certificates;
- qualifications. Please send us original certificates; and
- experience. Please send us contact details of two referees who we can approach to take references to confirm your more recent, relevant experience.