



Registration of a Charge

Company Name: **PPF GRP LIMITED**

Company Number: **09040233**



XC50QG0Y

Received for filing in Electronic Format on the: **05/06/2023**

Details of Charge

Date of creation: **30/05/2023**

Charge code: **0904 0233 0007**

Persons entitled: **RBS INVOICE FINANCE LIMITED**

Brief description:

Contains fixed charge(s).

Contains floating charge(s) (floating charge covers all the property or undertaking of the company).

Contains negative pledge.

Authentication of Form

This form was authorised by: **a person with an interest in the registration of the charge.**

Authentication of Instrument

Certification statement: **I CERTIFY THAT SAVE FOR MATERIAL REDACTED PURSUANT TO S. 859G OF THE COMPANIES ACT 2006 THE ELECTRONIC COPY INSTRUMENT DELIVERED AS PART OF THIS APPLICATION FOR REGISTRATION IS A CORRECT COPY OF THE ORIGINAL INSTRUMENT.**

Certified by: **SHOOSMITHS LLP**



CERTIFICATE OF THE REGISTRATION OF A CHARGE

Company number: 9040233

Charge code: 0904 0233 0007

The Registrar of Companies for England and Wales hereby certifies that a charge dated 30th May 2023 and created by PPF GRP LIMITED was delivered pursuant to Chapter A1 Part 25 of the Companies Act 2006 on 5th June 2023 .

Given at Companies House, Cardiff on 8th June 2023

The above information was communicated by electronic means and authenticated by the Registrar of Companies under section 1115 of the Companies Act 2006



Companies House



**THE OFFICIAL SEAL OF THE
REGISTRAR OF COMPANIES**

DATED

30 May

2023

(1) THE COMPANIES LISTED IN SCHEDULE 1

and

(2) RBS INVOICE FINANCE LIMITED AS SECURITY AGENT

COMPOSITE GUARANTEE AND DEBENTURE

SHOOSMITHS

2 Colmore Square
38 Queensway
Birmingham
B4 6BJ

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THIS DEED is made the **30** day of **May** 2023

BETWEEN

1. **THE COMPANIES** whose names and registered offices are specified in Schedule 1 to this Deed (each an "**Original Obligor**" and together the "**Original Obligors**"); and
2. **RBS INVOICE FINANCE LIMITED**, a company incorporated in England and Wales (company number 00662221) whose registered office is at 250 Bishopsgate, London, EC2M 4AA (the "**Security Agent**") as agent and trustee for the Finance Parties (as defined in the Facility Agreement referred to below).

BACKGROUND

- (A) The Original Obligors enter into this Deed in connection with the Finance Documents (as defined in the Facility Agreement referred to below).
- (B) It is intended that this document take effect as a deed notwithstanding the fact that a Party may only execute it under hand.

The Parties agree as follows:

1 INTERPRETATION

1.1 Definitions

In this Deed the following definitions apply:

"Accession Deed"	a deed substantially in the form set out in Part A, Schedule 6 (<i>Additional Obligors</i>);
"Account"	<ol style="list-style-type: none"> (a) the accounts (if any) with the details listed under the heading "Accounts" in Schedule 2 or such other account or accounts as the Security Agent may from time to time designate in writing; and (b) all Related Rights;
"Additional Obligor"	a company which becomes an Additional Obligor in accordance with clause 24 (<i>Changes to Parties</i>);
"Charged Property"	all the assets of each Obligor which from time to time are the subject of the security created or expressed to be created in favour of the Security Agent by or pursuant to this Deed;
"Deed of Priorities"	the deed of priorities dated 31 August 2021 and made between, among others, the Original Obligors, the Security Agent and National Westminster Bank plc;
"Facility Agreement"	the receivables financing facility agreement dated 31 August 2021 as amended on or about the date of this Deed and made between, amongst others, the Security Agent and the Original Obligors;

"Floating Charge Property"	has the meaning given in clause 4.1.16;
"Insurance Policy"	any policy of insurance and cover note in which an Obligor may from time to time have an interest;
"Intellectual Property Rights"	<ul style="list-style-type: none">(a) all present and future patents, trademarks, service marks, designs, business names, copyrights, design rights, moral rights, inventions, confidential information, knowhow and other intellectual property rights and interests, whether registered or unregistered (including any specified opposite its name under the heading "Intellectual Property Rights" in Schedule 2);(b) the benefit of all applications and rights to use such assets; and(c) all Related Rights;
"Investment Derivative Rights"	all dividends, interest or distributions and all other rights and benefits of an income nature accruing at any time in respect of any Investment;
"Investments"	<ul style="list-style-type: none">(a) any stocks, shares, debentures, bonds, warrants or other securities, whether held directly by or to the order of an Obligor or by any trustee, fiduciary or clearance system on its behalf (including any specified opposite its name under the heading "Shares" in Schedule 2 or in any Accession Deed); and(b) all Related Rights (including all rights against any trustee, fiduciary or clearance system);
"Issuer"	the issuer of any Investment;
"LPA 1925"	the Law of Property Act 1925;
"Material Contract Party"	Pertemps Recruitment Partnership Limited (CRN: 01644241), Network Ventures Limited (CRN: 04881694) and Pertemps Limited (CRN: 04881571);
"Material Contracts"	<ul style="list-style-type: none">(a) the debt assignment agreements and/or management services agreements (as applicable) detailed under the heading "Material Contracts" in Part F of Schedule 2;(b) any other contract entered into by an Obligor that may from time to time be identified in writing by the Security Agent as a Material Contract; and(c) all Related Rights;

"Non-vesting Debts"	all Debts which fail to vest in the Security Agent under the Facility Agreement;
"Novated Agreements"	the debt assignment agreements and/or management services agreements (as applicable) detailed in Part G of Schedule 2;
"Obligor"	means an Original Obligor or an Additional Obligor unless it has ceased to be an Obligor in accordance with clause 24 (<i>Changes to Parties</i>);
"Party"	a party to this Deed;
"Plant and Machinery"	<ul style="list-style-type: none">(a) all equipment, machinery, plant, computers, office equipment, vehicles and all other assets of a similar nature which are now, or at any time after the date of this Deed become, the property of an Obligor; and(b) all Related Rights;
"Real Property"	<ul style="list-style-type: none">(a) any freehold, leasehold or other immovable property (including the property (if any) specified opposite its name in Schedule 2); and(b) any buildings, erections, fixtures or fittings from time to time situated on or forming part of such property (including any trade fixtures and fittings); and(c) all Related Rights;
"Receiver"	a receiver, manager, administrator or administrative receiver appointed pursuant to the provisions of this Deed or any applicable law;
"Resignation Letter"	a letter substantially in the form set out in Schedule 7 (<i>Form of Resignation Letter</i>);
"Related Rights"	in relation to any asset, <ul style="list-style-type: none">(a) the proceeds of sale of any part of that asset;(b) all rights under any licence, agreement for sale or agreement for lease in respect of that asset;(c) all rights, benefits, claims, contracts, warranties, remedies, security, indemnities or covenants for title in respect of that asset; and(d) any income, moneys and proceeds paid or payable in respect of that asset;
"Scottish Assets"	all assets of the Obligors (or any of them) situated in or otherwise governed by the laws of Scotland;

"Secured Obligations"

all present and future obligations and liabilities (whether actual or contingent and whether owed jointly or severally, as principal or surety and/or in any other capacity whatsoever) owed by an Obligor to the Finance Parties under or in connection with the Finance Documents together with all reasonable costs, charges and expenses incurred by the Finance Parties in connection with the protection, preservation or enforcement of its respective rights under the Finance Documents;

"Security Period"

the period beginning on the date of this Deed and ending on the date on which the Secured Obligations have been unconditionally and irrevocably repaid and discharged in full and no Funder has any obligation to advance monies to an Obligor;

"Subsidiary"

a subsidiary undertaking within the meaning of section 1162 of the Companies Act 2006.

1.2 Interpretation

1.2.1 Terms defined in the Facility Agreement have the same meaning in this Deed unless given a different meaning in this Deed.

1.2.2 The provisions of clause 1.2 (*Interpretation*) of the Facility Agreement apply to this Deed as though they were set out in full in this Deed, except that references to the Facility Agreement will be construed as references to this Deed.

1.2.3 In this Deed:

- a) **"clearance system"** means a person whose business is or includes the provision of clearance services or security accounts or any nominee or depositary for that person; and
- b) unless the context otherwise requires, any reference to **"Charged Property"** includes any part of that Charged Property, any proceeds of that Charged Property and any present and future assets of that type.

1.2.4 Any covenant by an Obligor under this Deed remains in force during the Security Period and is given for the benefit of the Security Agent.

1.2.5 The terms of any finance arrangements between the parties to this Deed are incorporated in this Deed to the extent required to ensure that any disposition of Real Property contained in this Deed is a valid disposition in accordance with Section 2(1) of the Law of Property (Miscellaneous Provisions) Act 1989.

1.2.6 Unless expressly provided to the contrary in this Deed, a person who is not a Party has no right under the Contracts (Rights of Third Parties) Act 1999 to enforce or to enjoy the benefit of any term of this Deed.

1.2.7 Notwithstanding any terms of this Deed, the consent of any person who is not a Party is not required to rescind or vary this Deed at any time.

1.2.8 Each Obligor's obligations under this Deed are joint and several.

1.3 General

1.3.1 The Security Agent holds the benefit of this Deed on trust for the Finance Parties.

1.3.2 The fact that no or incomplete details of any Charged Property are inserted in Schedule 2 (*Assets*) does not affect the validity or enforceability of the security created by this Deed.

1.3.3 If an Obligor assigns an agreement under this Deed and the assignment or charge breaches a term of that agreement because a third party's consent has not been obtained:

- a) that Obligor must notify the Security Agent immediately;
- b) unless the Security Agent otherwise requires, that Obligor must use all reasonable endeavours to obtain the consent as soon as practicable;
- c) that Obligor must promptly supply the Security Agent with a copy of the consent obtained by it.

2 COVENANT TO PAY

Each Obligor covenants that it will pay and discharge the Secured Obligations to the Security Agent as and when the same are due for payment under the terms of the Finance Documents.

3 GUARANTEE AND INDEMNITY

3.1 Guarantee and indemnity

Each Obligor irrevocably and unconditionally, jointly and severally:

- a) guarantees to the Security Agent punctual performance by each other Obligor of the Secured Obligations; and
- b) undertakes with the Security Agent that whenever another Obligor does not pay any of the Secured Obligations, that Obligor shall immediately on demand pay that amount as if it was the principal obligor; and
- c) agrees with the Security Agent that if any obligation guaranteed by it is or becomes unenforceable, invalid or illegal, it will, as an independent and primary obligation, indemnify the Security Agent immediately on demand against any cost, loss or liability it incurs as a result of an Obligor not paying any amount which would, but for such unenforceability, invalidity or illegality, have been payable by it on the date when it would have been due. The amount payable by an Obligor under this indemnity will not exceed the amount it would have had to pay under this Clause 3.1 if the amount claimed had been recoverable on the basis of a guarantee.

4 GRANT OF SECURITY

4.1 Charges

Each Obligor with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994 charges in favour of the Security Agent as continuing security for the payment and discharge of the Secured Obligations:

4.1.1 by way of legal mortgage, the Real Property now or at any time after the date of this Deed belonging to that Obligor;

- 4.1.2 by way of fixed charge, any Real Property now or at any time after the date of this Deed belonging to that Obligor (other than property charged under clause 4.1.1 above);
- 4.1.3 by way of fixed charge, all Plant and Machinery owned by it and its interest in any Plant and Machinery in its possession;
- 4.1.4 by way of fixed charge, other than those validly and effectively assigned under clause 4.3,
 - a) all present and future Investments owned by it;
 - b) all Investment Derivative Rights owned by it;
 - c) where any Investment is held in a system for the deposit and settlement of transactions in investments, all rights against the operator of such system or any participant in respect of such Investment;
- 4.1.5 by way of fixed charge, all present and future Intellectual Property Rights owned by it;
- 4.1.6 by way of fixed charge all of its rights in respect of any amount standing to the credit of any Accounts held by it and the debt represented by those Accounts;
- 4.1.7 by way of fixed charge, its goodwill;
- 4.1.8 by way of fixed charge, the uncalled capital of that Obligor;
- 4.1.9 by way of fixed charge, all rights, interests and claims in the Insurance Policies, other than those validly and effectively assigned under clause 4.3;
- 4.1.10 by way of fixed charge, all rights, interests and claims in the Material Contracts, other than those validly and effectively assigned under clause 4.3;
- 4.1.11 by way of fixed charge, all rights, interests and claims in the Novated Agreements, other than those validly and effectively assigned under clause 4.3;
- 4.1.12 by way of fixed charge, the benefits of all licences, consents and authorisations held in connection with its business or the use of any Charged Property, and the right to any compensation in respect of any of them;
- 4.1.13 by way of fixed charge, all rights, interests and claims in any pension fund now or in the future;
- 4.1.14 by way of fixed charge, the benefit of any hedging arrangements, futures transactions or treasury instruments;
- 4.1.15 by way of fixed charge, all Non-vesting Debts and their Related Rights; and
- 4.1.16 by way of floating charge, the whole of its undertaking and assets, present and future other than any assets validly and effectively mortgaged, charged or assigned by way of security (whether at law or in equity) by this Deed but for the avoidance of doubt, including all Scottish Assets (the "**Floating Charge Property**").

4.2 Qualifying Floating Charge

Paragraph 14 of Schedule B1 of the Insolvency Act 1986 shall apply to any floating charge created by this Deed and the floating charge created under this Deed is a "qualifying floating charge" for these purposes.

4.3 Security Assignment

4.3.1 Each Obligor with full title guarantee assigns absolutely to the Security Agent, subject to a proviso for re-assignment on redemption, as continuing security for the payment and discharge of the Secured Obligations all of its rights, title, interest and benefit from time to time in and to the:

- a) Material Contracts;
- b) Novated Agreements;
- c) Insurance Policies; and
- d) Investments.

4.3.2 To the extent that any right described in clause 4.3.1 is not assignable or capable of assignment, the assignment purported to be effected by clause 4.3.1 shall operate as an assignment of any damages, compensation, remuneration, profit, rent or income which each Obligor may derive from that right or be entitled to in respect of that right.

5 CRYSTALLISATION OF FLOATING CHARGE

5.1 The Security Agent may (to the extent permitted by law) at any time by notice in writing to an Obligor immediately convert the floating charge created by clause 4.1.16 into a fixed charge as regards any property or assets specified in the notice if:

- 5.1.1 a Termination Event has occurred and is continuing; or
- 5.1.2 the Security Agent considers that any of the Charged Property may be in jeopardy or in danger of being seized or sold pursuant to any form of legal process; or
- 5.1.3 the Security Agent considers that it is necessary in order to protect the priority of the security created under this Deed.

5.2 If, without the prior written consent of the Security Agent:

- 5.2.1 any steps are taken for any of the Charged Property to become subject to any security (other than Permitted Security) in favour of any other person; or
- 5.2.2 any person levies or attempts to levy any distress, execution or other process against any of the Charged Property or exercise any enforcement power against any of the Charged Property; or
- 5.2.3 a resolution is passed or an order is made for the winding-up, dissolution, or re-organisation of or any steps are taken for the appointment of an administrator in respect of an Obligor,

the floating charge created under clause 4.1.16 by the relevant Obligor will (to the extent permitted by law) automatically be converted (without notice) with immediate effect into a fixed charge in respect of the relevant Floating Charge Property.

5.3 The floating charge created under this Deed shall not convert into a fixed charge solely by reason of a moratorium being obtained under the Insolvency Act 1986 (or anything done with a view to obtaining such a moratorium) in respect of any Obligor.

6 NEGATIVE PLEDGE

- 6.1 No Obligor shall create or permit to subsist any security over any of the Charged Property, other than as permitted under the Facility Agreement.
- 6.2 No Obligor shall enter into a single transaction or a series of transactions (whether related or not and whether voluntary or involuntary) to sell, discount, factor, transfer, assign, lease, lend or otherwise dispose of any of the Charged Property.

7 PERFECTION OF SECURITY

7.1 Deposit of Title Documents

Upon written request by the Security Agent, each Obligor shall promptly deposit with the Security Agent:

- 7.1.1 all deeds and documents of title relating to the Charged Property;
- 7.1.2 all Insurance Policies to which that Obligor is entitled to possession;
- 7.1.3 all certificates relating to the Investments together with stock transfer forms executed in blank; and
- 7.1.4 all other documents as the Security Agent (acting reasonably) may from time to time require for perfecting its title to the Investments or for vesting or enabling it to vest the Investments in itself or its nominees or in any purchaser.

7.2 Notices of Assignment

Each Obligor shall, on written request by the Security Agent:

- 7.2.1 give notice in the form set out in Schedule 3 (*Form of Notice of Assignment to Contract Counterparty*) to each person with whom that Obligor has entered into a Material Contract or Novated Agreement and shall use all reasonable endeavours to procure that each addressee of such notice promptly provides an acknowledgement to the Security Agent in the form set out in Schedule 3 (*Form of Acknowledgement from Contract Counterparty*);
- 7.2.2 give notice in the form set out in of Schedule 4 (*Form of Notice of Assignment to Insurers*) to each insurer with whom that Obligor has an Insurance Policy of the assignment and shall use all reasonable endeavours for 30 days following execution to procure that each addressee of such notice will promptly provide an acknowledgement to the Security Agent in the form set out in Schedule 4 (*Acknowledgement and Undertaking*); and
- 7.2.3 give notice in the form set out in Schedule 5 (*Form of Notice of Assignment to Account Bank*) to each bank at which an Account is held and shall use all reasonable endeavours for 30 days following execution to procure that each such bank will promptly provide an acknowledgement to the Security Agent in the form set out in Schedule 5 (*Form of Account Bank Acknowledgement*).

7.3 Registration of Intellectual Property Rights

Each Obligor shall, if requested in writing by the Security Agent, execute all such documents and do all acts that the Security Agent may reasonably require to record the interest of the Security Agent in any registers relating to any registered Intellectual Property Rights.

7.4 Land Registry disposal restriction

In respect of any Real Property or part of or interest in any Real Property title to which is registered at the Land Registry (or any unregistered land subject to first registration), each Obligor shall apply or consent to an application being made to the Chief Land Registrar to enter the following restriction on the Register of Title for its Real Property:

"No disposition of the registered estate by the proprietor of the registered estate is to be registered without a written consent signed by the proprietor for the time being of the Deed dated [●] in favour of [●] referred to in the charges register."

7.5 Tacking

The obligation on the part of the Finance Parties to make further advances to the Obligors is deemed to be incorporated in this Deed and each Obligor shall apply to the Chief Land Registrar for the following to be entered on the Register of Title in relation to any of its Real Property the title to which is registered at the Land Registry:

"The Finance Parties under a facility agreement dated [●] between, among others, the Obligors and the Finance Parties are under an obligation (subject to the terms of that facility agreement) to the Obligors to make further advances and the security agreement referred to in the charges register dated [●] in favour of the Security Agent as agent/trustee for the Finance Parties secures those further advances."

8 FURTHER ASSURANCE

8.1 Each Obligor shall, at its own expense, promptly take whatever action the Security Agent may require for:

- 8.1.1 creating, perfecting or protecting the security intended to be created by this Deed;
- 8.1.2 facilitating the realisation of any of the Charged Property; or
- 8.1.3 facilitating the exercise of any right, power or discretion exercisable by the Security Agent or any Receiver (or any delegates or sub-delegates) in respect of any of the Charged Property,

including the execution of any security or other document (in such form as the Security Agent may reasonably require), the giving of any notice, order or direction and the making of any registration which the Security Agent may think expedient.

9 REPRESENTATIONS

9.1 Each Obligor represents and warrants to the Security Agent, on the date of this Deed and on each date during the Security Period by reference to the facts and circumstances then existing that:

- 9.1.1 the Charged Property is, or when acquired will be, legally and beneficially owned by it free of any security other than security created by or expressly permitted by this Deed or any security permitted under the Facility Agreement;
- 9.1.2 subject to the Legal Reservations and the Perfection Requirements, this Deed creates the security which it purports to create and is not liable to be avoided or otherwise set aside on its liquidation or administration or otherwise;
- 9.1.3 subject to the Legal Reservations the obligations expressed to be assumed by it in this Deed are legal, valid and binding and enforceable obligations; and
- 9.1.4 the Investments are fully paid and are not subject to any option to purchase or similar right.

- 9.2 Each Obligor additionally makes the representations and warranties in the manner described in clause 21 (*General Representations*) of the Facilities Agreement to the Security Agent, as if those terms were set out in this Deed *mutatis mutandis*.

10 UNDERTAKINGS

- 10.1 Each Obligor covenants and agrees with the Security Agent that it will, during the Security Period:

10.1.1 Charged Property generally

- a) permit the Security Agent and/or its delegates access at all reasonable times and on reasonable notice at its risk and cost to its premises (including, without limitation, any Charged Property), assets, books, accounts and records, up to a maximum of four times in any given calendar year, or without limit where a Termination Event is continuing;
- b) provide the Security Agent with all information which it may reasonably request in relation to the Charged Property;
- c) comply in all material respects with all obligations in relation to the Charged Property under any present or future law, regulation, order or instrument of any competent authority or other approvals, licences or consents, if failure to so comply has or is reasonably likely to have a Material Adverse Effect;
- d) notify the Security Agent within 14 days of receipt of every material application, requirement, notice, order or proposal given, or made in relation to, the Charged Property by any competent authority and (if required by the Security Agent) immediately provide it with a copy of the same and either (i) comply with such notice, order or proposal or (ii) make such objections to the same as the Security Agent may require or approve;
- e) duly and punctually pay all rates, rents, taxes and other outgoings owed by it in respect of the Charged Property;
- f) comply in all respects with any covenant, stipulation or obligation (restrictive or otherwise) at any time affecting the Charged Property, where failure to comply has or is reasonably likely to have a Material Adverse Effect;
- g) not, except with the prior written consent of the Security Agent, enter into any onerous or restrictive obligation affecting any of the Charged Property or agree to any amendment, supplement, waiver, surrender or release of any covenant, stipulation or obligation (restrictive or otherwise) at any time affecting the Charged Property, unless permitted pursuant to the Deed of Priorities; and
- h) not do, cause or permit to be done or omit to do anything which may in any way depreciate, jeopardise or otherwise prejudice the value or marketability of any of the Charged Property;

10.1.2 Property matters

- a) not make or allow to be made any application for planning permission in respect of any Real Property or carry out any demolition, construction, structural alterations or additions, development or any similar operations in respect of any part of its Real Property except maintenance of the building, plant, machinery, fixtures and fittings or the carrying out of non-structural improvements or alterations which affect only the interior of any building on any Real Property where such action has or is reasonably likely to have a Material Adverse Effect;

- b) comply in all respects with all planning laws, permissions, agreements and conditions to which its Real Property may be subject;
- c) grant the Security Agent on request all reasonable facilities within its power to allow the Security Agent (or its lawyers) to carry out (at the relevant Obligor's expense) investigations of title to the Real Property and to make all enquiries in relation to any part of the Real Property which a prudent mortgagee might carry out;
- d) within 5 Business Days following demand by the Security Agent, provide the Security Agent with such information and documents as may be required to enable the Security Agent's lawyers to prepare a report as to the title of the relevant Obligor to the Real Property concerning those items which may properly be sought to be covered by a prudent mortgagee in a lawyer's report of this nature;

10.1.3 Insurance

keep all Charged Property of an insurable nature comprehensively insured against those risks and to the extent as is usual for companies carrying on the same or substantially similar business. If the Obligor fails to do so, the Security Agent may arrange insurance at the Obligors' expense.

10.1.4 Intellectual Property Rights

- a) preserve and maintain the subsistence and validity of the Intellectual Property Rights necessary for its business;
- b) use reasonable endeavours to prevent any infringement in any material respect of the Intellectual Property Rights;
- c) make registrations and pay all registration fees and taxes necessary to maintain the Intellectual Property Rights in full force and effect and record its interest in those Intellectual Property Rights;
- d) not use or permit the Intellectual Property Rights to be used in a way or take any step or omit to take any step in respect of any Intellectual Property Rights which may materially and adversely affect the existence or value of the Intellectual Property Rights or imperil its right to use such property;
- e) not discontinue the use of the Intellectual Property Rights;
- f) maintain an up-to-date centralised record of all its Intellectual Property Rights (including details of agents engaged in relation to registrations of it) and, when reasonably requested by the Security Agent, promptly provide to the Security Agent a copy of such record and/or a summary of all its Intellectual Property Rights created or acquired since the date of this Deed or the date of last notification;

10.1.5 Investments

- a) promptly pay all calls or other payments which may become due in respect of the Investments;
- b) promptly send to the Security Agent copies of all material notices, circulars, reports, accounts and other documents which are sent to the holders of any Investments;
- c) at the request of the Security Agent, procure all consents, waivers and approvals which are necessary, under the articles of association of any Issuer or otherwise, for the transfer

of the Investments to the Security Agent or its nominee or to a purchaser upon the enforcement of this Deed and to procure the amendment of the share transfer provisions of each Issuer's articles of association in such manner as the Security Agent may require in order to permit such a transfer;

- d) until the security created under this Deed becomes enforceable, be entitled to:
 - i receive and retain all dividends, distributions and other moneys paid on or derived from the Investments; and
 - ii exercise all voting and other rights and powers attaching to the Investments provided that it must not do so in a manner which is prejudicial to the interests of the Security Agent under this Deed;
- e) after the security created under this Deed becomes enforceable:
 - i hold all dividends, distributions and other moneys paid on or derived from the Investments on trust for the Security Agent and apply the same in accordance with clause 17 (*APPLICATION OF MONEYS*); and
 - ii comply and procure that its nominees comply with any directions from the Security Agent concerning the exercise of all voting and other rights and powers attaching to the Investments;
- f) at any time after the security created under this Deed becomes enforceable, permit the Security Agent to complete the instrument(s) of transfer for the Investments on behalf of the Obligors in favour of itself or such other person as it may select;

10.1.6 Material Contracts and Novated Agreements

- a) not, without the prior written consent of the Security Agent, amend or waive any term of any Material Contract or Novated Agreement, terminate any Material Contract or Novated Agreement or release any other party from its obligations under any Material Contract or Novated Agreement, where such amendment, waiver or release would have or be reasonably likely to have a Material Adverse Effect;
- b) duly perform its obligations under each Material Contract and Novated Agreement, notify the Security Agent of any material default by it or any other party under any Material Contract or Novated Agreement and not take any action in respect of any Material Contract or Novated Agreement which would have or be reasonably likely to have a Material Adverse Effect;
- c) provide to the Security Agent, as soon as practicable upon receipt, copies of all notices which it may from time to time receive from any other party to any Material Contract or Novated Agreement;
- d) diligently pursue its rights under each Material Contract and/or Novated Agreement (to the extent that such exercise would not result in a Termination Event);

10.1.7 Goodwill

not, except with the prior written consent of the Security Agent (such consent not to be unreasonably withheld or delayed), grant any franchise, licence or other authority to any person to use its company name, trade name or business name or any other business asset which will materially and adversely affect the value of the goodwill of an Obligor;

10.1.8 Uncalled capital

- a) not call up, or receive in advance of its due date, any uncalled capital;
- b) promptly apply any paid capital towards the repayment, in full or in part, of the Secured Obligations; and

10.1.9 Accounts

not without the prior written consent of the Security Agent, withdraw any monies standing to the credit of an Account.

10.1.10 Debts

- a) deal with all Debts in accordance with the terms of the Facility Agreement; and
- b) deal with all Non-vesting Debts and their Related Rights as if they were Debts which vested in the Security Agent under the Facility Agreement.

10.2 Each Obligor additionally makes the undertakings in the manner described in clause 22 (*General Undertakings*) of the Facilities Agreement to the Security Agent, as if those terms were set out in this Deed *mutatis mutandis*.

11 OBLIGOR ACKNOWLEDGEMENT

11.1 Each Obligor acknowledges the terms of the Facility Agreement and consents to the Clients assigning absolutely to the RF Trustee their present and future right title and interest in and to all debts and related rights and interest in trust arrangements that were assigned to the Clients pursuant to the terms of the relevant DAA (together the "**Assigned Assets**").

11.2 Each Obligor acknowledges that all rights, title and interest in and to the Assigned Assets are now vested in the RF Trustee and confirms that:

- 11.2.1 it assigned by way of absolute assignment all of its debts and related rights to the relevant Client pursuant to a DAA;
- 11.2.2 the relevant Client is the absolute owner of the debts that such Obligor has assigned to the relevant Client under the relevant DAA;
- 11.2.3 the Clients have assigned to the RF Trustee the benefit of any trust in respect of any debt that has failed to vest in the relevant Client in accordance with the DAA and that the Obligor now holds the title to any such non-vesting debts in trust for the RF Trustee; and
- 11.2.4 notwithstanding any provision of the DAA which obliges a Client to re-assign title to any debt to the Obligor, the Clients shall not be capable of re-assigning title to such debt as pursuant to the terms of the Facility Agreement the Client has assigned absolutely all such debts to the RF Trustee and that during the continuance of the Facility Agreement the Obligor shall have no claim against the RF Trustee whatsoever in respect of the Client's inability to re-assign such debts to the Obligor.

11.3 Each Material Contract Party provides the notice and confirmations contained in schedule 3 (*Form of notice of assignment to contract counterparty*) in respect of each Material Contract and/or Novated Agreement to which it is party to the relevant Material Contract counterparty and/or Novated Agreement counterparty, as though such notice had been duly signed and delivered by them.

11.4 Each Obligor which is a counterparty to a Material Contract Party under a Material Contract and/or a Novated Agreement acknowledges the deemed delivery by the relevant Material Contract Party of the notice and confirmations contained in schedule 3 (*Form of notice of assignment to contract counterparty*) pursuant to clause 11.3 above and:

11.4.1 agrees to the terms set out in such notice and to act in accordance with its terms;

11.4.2 confirms that it has not received any prior notice that the relevant Material Contract Party has assigned its rights under the relevant Material Contract and/or Novated Agreement or created any other interest (whether by way of security or otherwise) in favour of a third party; and

11.4.3 agrees not to exercise any right it may have to terminate the relevant Material Contract and/or Novated Agreement or take any action to amend or supplement the relevant Material Contract and/or Novated Agreement without the prior written consent of the Security Agent.

11.5 Each Obligor (other than Pertemps Network Group Limited (being the "Obligors' Agent")) by its execution of this Deed or an Accession Deed irrevocably appoints Pertemps Network Group Limited (acting through one or more authorised signatories) to act on its behalf as its agent in relation to the Finance Documents and irrevocably authorises:

- i Pertemps Network Group Limited on its behalf to supply all information concerning itself contemplated by this Deed and the Facility Agreement to the Finance Parties, to give all notices and instructions, to agree any Accession Deed, to provide undertakings and representations on behalf of the Obligor pursuant to the Facility Agreement, to make such agreements and to effect the relevant amendments, supplements and variations capable of being given, made or effected by any Obligor, including pursuant to any Finance Document, notwithstanding that they may affect the Obligor, without further reference to or the consent of that Obligor; and
- ii each Finance Party to give any notice, demand or other communication to that Obligor pursuant to the Finance Documents to Pertemps Network Group Limited,

and in each case the Obligor shall be bound as though the Obligor itself had given the notices and instructions (including, without limitation, any Utilisation Requests) or executed or made the agreements or effected the amendments, supplements or variations, or received the relevant notice, demand or other communication.

11.6 Every act, omission, agreement, undertaking, settlement, waiver, amendment, supplement, variation, notice or other communication given or made by Pertemps Network Group Limited in its capacity as Obligors' Agent or given to the Obligors' Agent under any Finance Document on behalf of another Obligor or in connection with any Finance Document (whether or not known to any other Obligor and whether occurring before or after such other Obligor became an Obligor under any Finance Document) shall be binding for all purposes on that Obligor as if that Obligor had expressly made, given or concurred with it. In the event of any conflict between any notices or other communications of the Obligors' Agent and any other Obligor, those of the Obligors' Agent shall prevail.

11.7 Each Obligor acknowledges its understanding that it is anticipated that Additional Obligors will be approved for funding for the purposes, and subject to the terms of, the Facility Agreement. Such Additional Obligors will become party to this Deed and certain other Finance Documents in the same capacity as the Obligors. Each Obligor acknowledges that its liability pursuant to this Deed and certain other Finance Documents will be increased and/or extended following the approval and accession of any such Additional Obligor and confirms its understanding that the agency appointment referred to in clause 11.5 and clause 11.6 shall apply to that process and that the Obligors' Agent's appointment as Obligors' Agent will, without limitation, relate to all matters pertaining to that process.

12 INVESTIGATING ACCOUNTANTS

- 12.1 The Security Agent may require an Obligor to appoint a firm of accountants to review its financial affairs if:
- 12.1.1 any of the Secured Obligations are not paid when due;
 - 12.1.2 the Security Agent considers that an Obligor has breached any other obligation to the Finance Parties; or
 - 12.1.3 the Security Agent considers any information provided by an Obligor to be materially inaccurate.
- 12.2 Any review required will take place within 7 days of the Security Agent's written request (or longer if the Security Agent agrees). The firm, and the terms of reference, must be approved by the Security Agent. The Obligors (and not the Security Agent) will be responsible for the firm's reasonable fees and expenses, but the Security Agent may make payment and the Obligors will repay the Security Agent promptly on written demand.

13 ENFORCEMENT OF SECURITY

13.1 Enforcement

The security created under this Deed shall become immediately enforceable if a Termination Event is continuing.

13.2 Powers on enforcement

At any time after the security created under this Deed becomes enforceable, the Security Agent may, without notice to the Obligors and whether or not it has appointed a Receiver, exercise:

- 13.2.1 all or any of the powers, authorities and discretions conferred on mortgagees by the LPA 1925 (as varied or extended by this Deed);
- 13.2.2 all of the powers conferred on the holder of a qualifying floating charge (as defined in the Insolvency Act 1986) by the Insolvency Act 1986; and
- 13.2.3 all or any of the powers conferred by this Deed.

13.3 No Liability as Mortgagee in Possession

Neither the Security Agent nor any Receiver shall be liable to account as a mortgagee in possession in respect of all or any part of the Charged Property or be liable for any loss upon realisation or for any neglect, default or omission for which a mortgagee in possession might otherwise be liable.

14 POWERS OF THE SECURITY AGENT

14.1 Extension of Powers

The power of sale conferred on the Security Agent and on any Receiver by this Deed shall operate as a variation and extension of the statutory power of sale under section 101 of the LPA 1925 and such power shall arise (and the Secured Obligations shall be deemed due and payable for that purpose) on execution of this Deed.

14.2 Restrictions

Sections 93 and 103 of the LPA 1925 shall not apply to this Deed.

14.3 Power of Leasing

At any time after the security created by this Deed becomes enforceable, the Security Agent may lease or make arrangements to lease, at a premium or otherwise, and accept surrenders of leases without any restriction and in particular without the need to comply with any restrictions imposed by sections 99 and 100 of the LPA 1925.

14.4 Discretion

Any liberty or power which may be exercised or any determination which may be made hereunder by the Security Agent or any Receiver may be exercised or made in its absolute and unfettered discretion without any obligation to give reasons.

14.5 Delegation

Each of the Security Agent and any Receiver shall have full power to delegate (either generally or specifically) the powers, authorities and discretions conferred on it by this Deed (including the power of attorney) on such terms and conditions as it shall see fit which delegation shall not preclude either the subsequent exercise of such power, authority or discretion by the Security Agent or the Receiver itself or any subsequent delegation or revocation thereof.

14.6 Investigations

Following the occurrence of a Termination Event which is continuing the Security Agent may initiate an investigation of, and/or instruct any report (accounting, legal, valuation or other) on the business and affairs of any Obligor which it considers necessary to ascertain the financial position of any Obligor. All reasonable fees and expenses incurred by the Security Agent in connection with such investigations shall be payable by the Obligors and each Obligor consents to the provision by the Security Agent of all information in relation to that Obligor which the Security Agent provides to any person in relation to the preparation of any such report.

14.7 Power to Remedy

14.7.1 If at any time an Obligor does not comply with any of its obligations under this Deed, the Security Agent may (but shall not be obliged to) rectify such default and each Obligor irrevocably authorises the Security Agent, its employees and agents, at the relevant Obligor's expense, to do all such things as are necessary or desirable to rectify such default.

14.7.2 Other than where a Termination Event is continuing, the Security Agent is not authorised to take the steps described under clause 14.7.1 unless it has first given the relevant Obligor(s) at least 10 Business Days' prior written notice requiring the Obligor to remedy the default.

15 APPOINTMENT OF RECEIVER

15.1 Appointment and Removal

At any time after the security created under this Deed becomes enforceable, or if requested to do so by the Obligors, the Security Agent may (by deed or otherwise and acting through its authorised officer):

15.1.1 appoint one or more persons jointly or severally to be a Receiver of the whole or any part of the Charged Property;

15.1.2 remove (so far as it is lawfully able) any Receiver so appointed; and

15.1.3 appoint another person as an additional or replacement Receiver.

15.2 Restrictions on appointment

- 15.2.1 Except as provided below, any restriction imposed by law on the right of a mortgagee to appoint a Receiver (including under section 109(1) of the LPA 1925) does not apply to this Deed.
- 15.2.2 The Security Agent is not entitled to appoint a Receiver solely as a result of the obtaining of a moratorium (or anything done with a view to obtaining a moratorium) under section 1A to the Insolvency Act 1986.
- 15.2.3 The Security Agent may not appoint an administrative receiver (as defined in section 29(2)) of the Insolvency Act 1986) over the Charged Property if the Security Agent is prohibited from doing so by section 72A of the Insolvency Act 1986 and no exception to the prohibition on appointing an administrative receiver applies.

15.3 Capacity of Receivers

Each Receiver shall be:

- 15.3.1 an agent of the Obligors. The Obligors shall be solely responsible for the Receiver's Contracts, engagements, acts, omissions, defaults, losses and liabilities and for the payment of the Receiver's remuneration; and
- 15.3.2 entitled to remuneration for his services at a rate to be fixed by the Security Agent from time to time (without being limited to the maximum rate specified in section 109(6) of the LPA 1925).

16 POWERS OF RECEIVER

16.1 General Powers

Every Receiver shall have all the powers:

- 16.1.1 conferred by the LPA 1925 on mortgagors and on mortgagees in possession and receivers appointed under that Act;
- 16.1.2 set out in Schedule 1 to the Insolvency Act 1986 and, in the case of an administrator, Schedule B1 to the Insolvency Act 1986; and
- 16.1.3 conferred from time to time on receivers by statute.

16.2 Additional Powers

In addition to the powers referred to in clause 16.1 (*General Powers*) a Receiver shall have the power, at the cost of the Obligors and either in his own name or in the name of the Obligors or (with the written approval of the Security Agent) in the name of the Security Agent:

- 16.2.1 to take possession of, collect and get in all or any part of the Charged Property;
- 16.2.2 to carry on, manage or concur in carrying on and managing all or any part of the business of the Obligors in any manner he thinks fit;
- 16.2.3 to borrow or raise money and secure the payment of any money in priority to the charges created by this Deed for the purpose of exercising his powers and/or defraying any costs or expenses incurred by him in such exercise;
- 16.2.4 to sell, let, lease or concur in selling, letting or leasing and to vary the terms or determine, surrender and to accept surrenders of leases or tenancies of or grant options or licences over

all of any part of the Charged Property in any manner and on such terms as he thinks fit. The consideration for any such transaction may consist of cash or of shares or securities or other obligations (and the amount of such consideration may be dependent on profit or turnover or be determined by a third party) and may be payable in a lump sum or in instalments;

- 16.2.5 to sever any fixtures (including trade and tenants fixtures) from the property of which they form part, without the consent of the Obligors;
- 16.2.6 to exercise all powers, rights and/or obligations under any contract or agreement forming part of the Charged Property, including, without limitation, all voting and other rights attaching to the Investments;
- 16.2.7 to make and effect all repairs, renewals, improvements, and insurances, commence and/or complete any building operation and/or apply for and maintain any planning permission, building regulation approval or other authorisation in each case as he thinks fit;
- 16.2.8 to redeem any prior security in respect of all or any of the Charged Property and to settle and pass the accounts of the holder of such prior security and any accounts so settled and passed will, in the absence of manifest error, be conclusive and binding on the Obligors. All moneys paid to the holder of such security in accordance with such accounts shall form part of the Secured Obligations;
- 16.2.9 to promote the formation of subsidiaries of an Obligor for the purpose of purchasing, leasing, licensing or otherwise acquiring interests in all or any of the assets of that Obligor and to arrange for any such subsidiaries to trade or cease to trade on such terms as the Receiver thinks fit;
- 16.2.10 to take such proceedings and to settle, adjust, refer to arbitration, compromise and/or arrange any claim, account or demand which the Security Agent or the Receiver may think fit;
- 16.2.11 to appoint managers, officers, agents, accountants and workmen at such salaries and for such periods as the Receiver may determine and to discharge any person appointed by the Obligors;
- 16.2.12 to exercise in relation to all or any part of the Charged Property all such powers and rights as he would be capable of exercising if he were the absolute beneficial owner of the Charged Property;
- 16.2.13 lend money or advance credit to any customer of the Obligors;
- 16.2.14 give a valid receipt for any moneys and execute any assurance or thing which may be proper or desirable for realising any Charged Property;
- 16.2.15 let any Charged Property for any term and at any rent (with or without a premium) which he thinks fit and may accept a surrender of any lease or tenancy of any Charged Property on any terms which he thinks fit; and/or
- 16.2.16 to do all other acts and things as may be considered by the Receiver to be incidental or conducive to the above or otherwise expedient for or incidental or conducive to the preservation, improvement or realisation of the Charged Property.

17 APPLICATION OF MONEYS

- 17.1 All moneys received or recovered by the Security Agent or any Receiver pursuant to this Deed shall be applied in accordance with clause 4 of the Deed of Priorities.
- 17.2 Only money actually paid by the Receiver to the Security Agent shall be capable of being applied in or towards the satisfaction of the Secured Obligations and the Obligors shall have no rights in respect of

the application by the Security Agent of any sums received, recovered or realised by the Security Agent under this Deed.

17.3 Avoidance of Payments

If the Security Agent reasonably considers that any amount paid or credited to it is capable of being avoided or reduced by virtue of any bankruptcy, insolvency, liquidation or similar laws, the liability of the Obligors under this Deed and the security created under this Deed shall continue and such amount shall not be considered to have been irrevocably paid.

18 PROTECTION OF PURCHASERS

18.1 Receipts

The receipt of the Security Agent or its delegate or any Receiver shall be conclusive discharge to a purchaser in any sale or disposal of any of the Charged Property.

18.2 Protection of Purchasers

No purchaser or other person dealing with the Security Agent or its delegate or any Receiver shall be bound to enquire whether the right of the Security Agent or such Receiver to exercise any of its powers has arisen or become exercisable or be concerned with any notice to the contrary, or be concerned to see whether any such delegation by the Security Agent shall have lapsed for any reason or have been revoked.

19 POWER OF ATTORNEY

19.1 Appointment

Each Obligor, by way of security, irrevocably appoints the Security Agent, each person to whom the Security Agent shall from time to time have delegated the exercise of the power of attorney conferred by this clause and any Receiver jointly and severally to be its attorney and in its name and on its behalf to execute, deliver and perfect all documents and to do all things which the attorney may consider to be required or desirable for:

19.1.1 carrying out any obligation imposed on that Obligor by this Deed (including the execution and delivery of any deeds, charges, assignments or other security and any transfers of the Charged Property); and

19.1.2 enabling the Security Agent and any Receiver to exercise any of the powers conferred on them by or pursuant to this Deed or by law.

19.2 Ratification

Each Obligor ratifies and confirms to agree to ratify and confirm all things done and all documents executed by any attorney in the exercise or purported exercise of all or any of his powers.

20 PRESERVATION OF SECURITY

20.1 Continuing Security

The security and guarantee created under this Deed will be a continuing security and guarantee for the ultimate balance of the Secured Obligations notwithstanding any intermediate payment or settlement of all or any part of the Secured Obligations.

20.2 Waiver of defences

The obligations of the Obligors under this Deed will not be affected by any act, omission or thing which, but for this provision would reduce, release or prejudice any of its obligations under this Deed (whether or not known to it or the Security Agent). This includes:

- 20.2.1 any time or waiver granted to, or composition with, any person;
- 20.2.2 any release of any person under the terms of any composition or arrangement;
- 20.2.3 the taking, variation, compromise, exchange, renewal or release of, or refusal or neglect to perfect, take up or enforce any rights against, or security over assets of, any person;
- 20.2.4 any non-presentation, non-observance of any formality or other requirements in respect of any instrument or any failure to realise the full value of any security;
- 20.2.5 any incapacity, lack of power, authority or legal personality of or dissolution or change in the members or status of any person;
- 20.2.6 any amendment, novation, supplement, extension, restatement (however fundamental and whether or not more onerous) or replacement of any Finance Document or any other document or security including, without limitation, any change in the purpose of, any extension of or increase in any facility or the addition of any new facility under any document or security;
- 20.2.7 any unenforceability, illegality, invalidity or non-provability of any obligation of any person under any Finance Document or any other document or security or the failure by any person to enter into or be bound by any Finance Document or any other document or security; or
- 20.2.8 any insolvency or similar proceedings.

20.3 Obligor Intent

Without prejudice to the generality of Clause 20.2 (***Waiver of Defences***), each Obligor expressly confirms that it intends that the guarantee and security created under this Deed shall extend from time to time to any (however fundamental) variation, increase, extension or addition of or to any of the Finance Documents and/or any facility or amount made available under any of the Finance Documents.

20.4 Immediate recourse

Each Obligor waives any rights it may have of first requiring the Security Agent (or any trustee or agent on its behalf) to proceed against or enforce any other right or security or claim payment from any person or file any proof or claim in any insolvency, administration, winding-up or liquidation proceedings relative to any other person before claiming from the Obligors under this Deed.

20.5 Financial collateral

20.5.1 For the purposes of this clause, the expressions "financial collateral arrangement", "financial collateral" and "financial instrument" have the meaning given to them by the Financial Collateral Arrangements (No.2) Regulations 2003 (Amendment) Regulations 2009.

20.5.2 This Deed constitutes a financial collateral arrangement. Any part of the Charged Property that constitutes financial collateral may be appropriated by the Security Agent at any time after a Termination Event occurs and is continuing.

20.5.3 If the Security Agent exercises its power of appropriation:

- a) any Charged Property that consists of a financial instrument shall be valued as the cash payment which the Security Agent would have received on a disposal of that Charged Property for immediate payment; and
- b) any Charged Property that consists of a balance on an account shall be valued as the amount standing to the credit of that account, together with any accrued interest not credited to the account at the time of the appropriation.

20.5.4 The exercise of any right of appropriation shall not prejudice or affect any other right or remedy available in respect of the remainder of the Charged Property or any Secured Obligations that remain unpaid.

20.6 Appropriations

Until all amounts which may be or become payable by the Obligors to the Security Agent have been irrevocably paid in full, the Security Agent (or any trustee or agent on its behalf) may without affecting the liability of the Obligors under this Deed:

- 20.6.1 refrain from applying or enforcing any other monies, security or rights held or received by the Security Agent (or any trustee or agent on its behalf) against those accounts; or apply and enforce them in such manner and order as it sees fit (whether against those amounts or otherwise); and
- 20.6.2 hold in an interest-bearing suspense account any moneys received from the Obligors or on account of the Obligors' liability under this Deed.

20.7 Additional security

- 20.7.1 This Deed is in addition to and is not in any way prejudiced by any other security now or subsequently held by the Security Agent.
- 20.7.2 No prior security held by the Security Agent (in its capacity as such or otherwise) over any Charged Property will merge into the security created under this Deed.

20.8 Non-competition

Unless:

- 20.8.1 all amounts which may be or become payable by the Obligors under or in connection with the Finance Documents have been irrevocably paid in full; or
- 20.8.2 the Security Agent otherwise directs,

no Obligor will, after a claim has been made or by virtue of any payment or performance by it under this Deed:

- a) be subrogated to any rights, security or moneys held, received or receivable by any Finance Party (or any trustee or agent on its behalf);
- b) be entitled to any right of contribution or indemnity in respect of any payment made or moneys received on account of that Obligor's liability under this clause;
- c) claim, rank, prove or vote as a creditor of any Obligor or its estate in competition with any Finance Party (or any trustee or agent on its behalf); or

- d) receive, claim or have the benefit of any payment, distribution or security from or on account of any Obligor, or exercise any right of set-off as against any Obligor.

The Obligors must hold in trust for and must immediately pay or transfer to the Security Agent for the Finance Parties any payment or distribution or benefit of security received by it contrary to this clause or in accordance with any directions given by the Security Agent under this clause.

21 SET-OFF AND CURRENCY

21.1 Consolidation of accounts and set off

In addition to any general lien or similar rights to which it may be entitled by operation of law, the Security Agent may at any time and without notice to the Obligors combine or consolidate all or any of the Obligors' then existing accounts with any liabilities to the Security Agent and set off or transfer any sum or sums standing to the credit of any one of more of such accounts in or towards satisfaction of the Secured Obligations.

21.2 Currency

For the purpose of or pending the discharge of the Secured Obligations, the Security Agent may, in its sole discretion, convert any moneys received, recovered or realised in any currency under this Deed (including the proceeds of any previous conversion under this clause) from their existing currency into any other currency at such rate or rates of exchange and at such time as the Security Agent thinks fit.

22 NEW ACCOUNTS

22.1 If the Security Agent at any time receives or is deemed to have received notice of any subsequent security affecting all or any part of the Charged Property it may open a new account or accounts with an Obligor.

22.2 If the Security Agent does not open a new account or accounts it shall nevertheless be treated as if it had done so as at the time when it received or was deemed to have received such notice.

22.3 As from such time all payments made to the Security Agent shall be credited or be treated as having been credited to such new account or accounts and shall not operate to reduce the amount of the Secured Obligations.

23 EXPENSES AND INDEMNITY

23.1 Expenses

The Obligors shall, from time to time on written demand of the Security Agent, pay or reimburse the Security Agent on a full indemnity basis for all reasonable costs and expenses (including legal fees) together with any VAT or similar taxes thereon incurred by it in connection with the preparation, execution, perfection, amendment, enforcement, discharge and/or assignment of this Deed. Such reasonable costs and expenses shall form part of the Secured Obligations and shall carry interest from the date of such demand until so paid or reimbursed at the rate determined by the Security Agent.

24 CHANGES TO PARTIES

24.1 Assignment and disclosure of information

The Security Agent may assign and transfer all or any of its rights and obligations under this Deed. The Security Agent shall be entitled to disclose such information concerning the Obligors and this Deed as the Security Agent considers appropriate to any actual or proposed direct or indirect successor or to any person to whom information may be required to be disclosed by any applicable law.

24.2 Additional Obligors

24.2.1 An Obligor may request that any of its wholly owned Subsidiaries become an Additional Obligor. That Subsidiary shall become an Additional Obligor if:

- a) an Obligor delivers to the Security Agent a duly completed and executed Accession Deed; and
- b) the Security Agent has received all of the documents and other evidence listed in Part B of Schedule 6 (*Additional Obligors*) in relation to that Additional Obligor, each in form and substance satisfactory to the Security Agent.

24.2.2 The Security Agent shall notify the Obligors promptly upon being satisfied that it has received (in form and substance satisfactory to it) all the documents and evidence listed in Part B of Schedule 6 (*Additional Obligors*).

24.2.3 With effect from the date of notification by the Security Agent under Clause 24.2.2 above, the Additional Obligor shall assume the same obligations and become entitled to the same rights as if it had been a party to this Deed as an Additional Obligor.

25 MISCELLANEOUS

25.1 No Deductions

All payments to be made to the Security Agent under this Deed shall be made in freely available funds and shall be made clear of and without deduction for or on account of tax. If an Obligor is required by law to make a tax deduction, the sum payable by the Obligors shall be increased to the extent necessary to ensure that, after the making of such deduction, the recipient of such sum receives and retains a net sum equal to the sum which it would have received and retained had no such deduction been made or required to be made.

25.2 Perpetuity Period

The perpetuity period under the rule against perpetuities, if applicable to this Deed, shall be the period of 125 years from the date of this Deed.

25.3 No Liability

25.3.1 None of the Security Agent, its delegate(s) nominee(s) or any Receiver shall be liable for any loss by reason of (a) taking any action permitted by this Deed or (b) any neglect or default in connection with the Charged Property or (c) taking possession of or realising all or any part of the Charged Property, except in the case of gross negligence or wilful default upon its part.

25.3.2 The Security Agent will not be required in any manner to perform or fulfil any obligation of the Obligors, make any payment, make any enquiry as to the nature or sufficiency of any payment received by it or present or file any claim or take any action to collect or enforce the payment of any amount.

25.3.3 The Security Agent shall not be liable either to the Obligors or to any other person by reason of the appointment of a Receiver or for any other reason.

25.3.4 Neither the Security Agent nor the Receiver will be in any way liable or responsible to the Obligors for any loss or liability arising from any act, default, omission or misconduct on the part of any delegate or sub-delegate.

25.4 Partial Invalidity

If, at any time, any provision of this Deed is or becomes illegal, invalid or unenforceable in any respect under any law of any jurisdiction, neither the legality, validity or enforceability of the remaining provisions of this Deed nor the legality, validity or enforceability of such provision under the laws of any other jurisdiction shall in any way be affected or impaired. If any part of the security intended to be created by or pursuant to this Deed is invalid, unenforceable or ineffective for any reason, that shall not affect or impair any other part of the security.

25.5 Certificates

Any certificate of the Security Agent specifying any amount due from the Obligors is, in the absence of manifest error, conclusive evidence of such amount.

25.6 Release

At the end of the Security Period, the Security Agent must, at the request and cost of the Obligors, take whatever action is reasonably necessary to release the Charged Property from the security created under this Deed and re-assign any Charged Property assigned under this Deed.

26 NOTICES

Each communication under or in connection with this Deed shall be made in accordance with the provisions of clause 48 (*Notices*) of the Facility Agreement.

27 COUNTERPARTS

This Deed may be executed in any number of counterparts, and this has the same effect as if the signatures on the counterparts were on a single copy of this Deed.

28 GOVERNING LAW

This Deed and any non-contractual obligation arising in connection with it are governed by English law.

29 JURISDICTION

29.1 English Courts

The courts of England have exclusive jurisdiction to settle any disputes (a "**Dispute**") arising out of, or connected with this Deed (including a Dispute regarding the existence, validity or termination of this Deed) or any non-contractual obligation arising out of or in connection with it.

29.2 Convenient Forum

The Parties agree that the courts of England are the most appropriate and convenient courts to settle Disputes and accordingly, no Party will argue to the contrary.

29.3 Exclusive Jurisdiction

This clause 29 is for the benefit of the Finance Parties only. As a result the Finance Parties shall not be prevented from taking proceedings relating to a Dispute in any other courts with jurisdiction. To the extent allowed by law, the Finance Parties may take concurrent proceedings in any number of jurisdictions.

THIS DEED has been signed on behalf of the Security Agent and EXECUTED AS A DEED by the Obligors and is delivered by them on the date specified at the beginning of this Deed.

SCHEDULE 1
THE ORIGINAL OBLIGORS

Company name	Registered office address	CRN
Apex Medical Locums Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10738476
Cactus Search Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04985938
Carter Ford Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10649805
Click Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	08140977
Click Recruitment (Sco) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	11709997
CNA ES Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03009607
CNA International Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03204541
Education Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07489285
Elite Consultancy Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09525381
Empire Medical Locums Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07732042
Equinox Professional Consultancy Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12261569
ESOS Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07503942

ESOS Net Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04163689
Executive Network Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04725173
Fresh Medical Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10707557
Fresh Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06075773
Health People Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	11567757
Hourglass Education Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07026119
ISE Partners Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06236332
Meriden Media Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	11535011
Midas FMS Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05671733
MPS Healthcare Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09230696
Network Construction Services Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04412219
Network ERP & IT (EMEA) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10513419
Network Group Holdings Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06281278

Network Healthcare LD Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	13272797
Network Healthcare Professionals Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04079081
Network I T Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03315755
Network Live in Care Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12741291
Network Medical Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10515573
Network Nursing Solutions Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	13311609
Network Recruitment Wales Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12132301
Network RGB Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04052187
Network Ventures Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04881694
NGH (Trustees) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06758943
P Vendor Services Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04594021
Paradigm Professional Consultancy Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	11010009
Paragon Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	08153422

Pertemps (Contracts) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03812824
Pertemps (Scotland) Limited	Thistle House, 21/23 Thistle Street, Edinburgh, EH2 1DF	SC238866
Pertemps Education Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12327883
Pertemps Jobshop Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	02827815
Pertemps Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04881571
Pertemps Medical Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07768433
Pertemps Medical Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05005142
Pertemps Medical Partnership Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05635435
Pertemps Medical Professionals Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07121634
Pertemps Network Administration Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04875998
Pertemps Network Catering Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	02727140
Pertemps Network Medical Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04623639
Pertemps Network Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07776671
Pertemps New Directions Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03895929

Pertemps Payroll Services Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	02891281
Pertemps Professional Development Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09389420
Pertemps Professional Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	10475003
Pertemps Recruitment Partnership Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	01644241
Pertemps Recruitment Solutions (Croydon) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04925994
Pertemps Staffbank Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12137186
PPF Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09658062
PPF Grp Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09040233
PPF Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03352071
Rapier Employment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	02374214
Red Personnel Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05508058
Restgarth Care Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05292819
RGB Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07397266

Riverside Recruitment (UK) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04143393
RMG Modelling and Promotions Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	05635436
SET Education Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	11204955
Sheridan Maine (Midlands) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09308235
Sheridan Maine (South East) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	08033420
Sheridan Maine Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	07592402
SSR Contract & Technical Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06796632
SSR General & Management Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06796708
Technical Network Recruitment Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	03880069
The Education Network (Birmingham) Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	09724530
The People Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	04661786
The Talent Crowd Limited	5 Deansway, Worcester, Worcestershire, United Kingdom, WR1 2JG	13054941
Trinity IT Consulting Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	06842484

Vox Network Consultants Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	12380345
Outpatient Network Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	13779605
The Care Contingency Group Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	13916743
CNA IT Limited	Meriden Hall Main Road, Meriden, Coventry, England, CV7 7PT	14156831

**SCHEDULE 2
ASSETS**

Part A

Accounts

Intentionally blank.

Part B

Real Property - Registered Land

Intentionally blank.

Part C

Real Property - Unregistered Land

Intentionally blank.

Part D

Intellectual Property Rights

Intentionally blank.

Part E

Shares

Intentionally blank.

Part F**Material Contracts**

Original Obligor	Counterparty	Date of management Services Agreement	Date of debt assignment agreement
Network Ventures Limited	Apex Medical Locums Limited	25.05.2017	25.05.2017
Network Ventures Limited	Cactus Search Limited	03.04.2008	03.04.2008
Network Ventures Limited	Click Recruitment Limited	16.07.2012	16.07.2012
Network Ventures Limited	Click Recruitment (Sco) Limited	23.10.2019	23.10.2019
Network Ventures Limited	Education Network Limited	13.08.2014	13.08.2014
Network Ventures Limited	Elite Consultancy Network Limited		
Network Ventures Limited	Empire Medical Locums Limited	25.03.2013	Originally dated 12.08.2011 and novated to Network Ventures Limited on 25.03.2013
Network Ventures Limited	Equinox Professional Consultancy Limited	23.08.2021	23.08.2021
Network Ventures Limited	Executive Network Group Limited	18.09.2007	18.09.2007
Network Ventures Limited	Fresh Medical Group Limited	28.10.2019	28.10.2019
Network Ventures Limited	Fresh Recruitment Limited	14.07.2017	14.07.2017
Network Ventures Limited	Health People Group Limited	03.06.2019	03.06.2019
Network Ventures Limited	Hourglass Education Recruitment Limited	28.07.2017	

Original Obligor	Counterparty	Date of management Services Agreement	Date of debt assignment agreement
Network Ventures Limited	ISE Partners Limited	25.01.2017	N/A
Network Ventures Limited	MPS Healthcare Limited	22.12.2014	22.12.2014
Network Ventures Limited (formerly known as Pertemps Ventures Limited)	Network Construction Services Limited	03.09.07 as varied on 20.07.10	12.12.2016
Network Ventures Limited	Network ERP and IT (EMEA) Limited	12.12.2016	12.12.2016
Network Ventures Limited	Network Healthcare LD Limited	23.08.2021	23.08.2021
Network Ventures Limited (formerly known as Pertemps Ventures Limited)	Network Healthcare Professionals Limited	17.08.2007	17.08.2007
Network Ventures Limited	Network I T Recruitment Limited	31.12.2009	11.05.2010
Network Ventures Limited	Network Live in Care Limited	23.08.2021	23.08.2021
Network Ventures Limited	Network Medical Group Limited	12.12.2016	12.12.2016
Network Ventures Limited	Network Nursing Solutions Limited	23.08.2021	23.08.2021
Network Ventures Limited (formerly known as Pertemps Ventures Limited)	Network RGB Limited	22.12.2006	22.12.2006
Pertemps Recruitment Partnership Limited	P Vendor Services Limited		
Network Ventures Limited	Paradigm Professional Consultancy Limited	17.10.2017	17.10.2017
Network Ventures Limited	Paragon Network Limited	12.09.2012	12.09.2012

Original Obligor	Counterparty	Date of management Services Agreement	Date of debt assignment agreement
Pertemps Recruitment Partnership Limited	Pertemps (Contracts) Limited	14.07.2021	14.07.2021
Pertemps Recruitment Partnership Limited	Pertemps (Scotland) Limited	N/A	07.09.09
Network Ventures Limited	Pertemps Education Network Limited	23.08.2021	23.08.2021
Network Ventures Limited	Pertemps Medical Group Limited	NVL – 25.03.2013	25.03.2013
Network Ventures Limited	Pertemps Medical Limited	02.04.2013	02.04.2013
Network Ventures Limited	Pertemps Medical Professionals Limited	23.10.2014	
Network Ventures Limited (formerly known as Pertemps Ventures Limited)	Pertemps Network Catering Limited	06.06.2007	06.06.2007
Pertemps Recruitment Partnership Limited	Pertemps Network Medical Limited	15.02.2012	15.02.2012
Pertemps Recruitment Partnership Limited	Pertemps New Directions Limited		
Network Ventures Limited	Pertemps Professional Recruitment Limited	01.06.2017	01.06.2017
Pertemps Recruitment Partnership Limited	Pertemps Recruitment Solutions (Croydon) Limited	07.09.2009	07.09.2009
Network Ventures Limited	Pertemps Staffbank Limited	23.10.2019	23.10.2019
Pertemps Recruitment Partnership Limited	PPF Limited	14.07.2021	14.07.2021
Pertemps Recruitment Partnership Limited	Rapier Employment Limited		
Pertemps Recruitment Partnership Limited	Red Personnel Limited	04.11.2013	04.11.2013
Network Ventures Limited	Restgarth Care Limited	18.02.2014	18.02.2014

Original Obligor	Counterparty	Date of management Services Agreement	Date of debt assignment agreement
Network Ventures Limited	RGB Recruitment Limited	17.11.2010	17.11.2010
Pertemps Recruitment Partnership Limited	Riverside Recruitment (UK) Limited	05.08.2014	05.08.2014
Pertemps Limited	RMG Modelling and Promotions Limited	10.08.2007	07.09.2009
Network Ventures Limited	SET Education Recruitment Limited	18.12.2018	18.12.2018
Network Ventures Limited	Sheridan Maine (Midlands) Limited	05.01.2015	05.01.2015
Network Ventures Limited	Sheridan Maine (South East) Limited	14.09.2012	14.09.2012
Network Ventures Limited	Sheridan Maine Recruitment Limited	15.04.2011	15.04.2011
Network Ventures Limited	SSR Contract & Technical Limited	09.06.2010	09.06.2010
Network Ventures Limited	SSR General & Management Limited	09.06.2010	09.06.2010
Network Ventures Limited	The Talent Crowd Limited	23.08.2021	23.08.2021
Network Ventures Limited	Technical Network Recruitment Limited		
Network Ventures Limited	The Education Network (Birmingham) Limited	28.12.2018	28.12.2018
Network Ventures Limited	The People Network Limited	06.02.2013	06.02.2013
Network Ventures Limited	Trinity IT Consulting Limited	29.05.2009	29.05.2009
Network Ventures Limited	Vox Network Consultants Limited	28.01.2020	28.01.2020
Network Ventures Limited	Network Recruitment Wales Limited	23.10.2019	23.10.2019

Original Obligor	Counterparty	Date of management Services Agreement	Date of debt assignment agreement
Network Ventures Limited	Pertemps Medical Partnership Limited		
Network Ventures Limited	Outpatient Network Limited	19 December 2022	19 December 2022
Network Ventures Limited	The Care Contingency Group Limited	20 June 2022	20 June 2022
Network Ventures Limited	CAN IT Limited	23 September 2022	23 September 2022

Part G

Novated Agreements

Counterparty	Original date of management services agreement	Original date of debt assignment agreement

SCHEDULE 3
FORM OF NOTICE OF ASSIGNMENT TO CONTRACT COUNTERPARTY

To: *[Counterparty to [Material Contract]][Novated Agreement]*

Date: [●]

Dear Sirs

We give notice that pursuant to a composite guarantee and debenture dated [●] we have assigned to RBS Invoice Finance Limited (the " **Security Agent") all our right, title and interest in and to *[details of [Material Contract]][Novated Agreement]* (the "**Contract**") including all moneys which may be payable in respect of the Contract.**

With effect from your receipt of this notice:

- 1 all payments by you to us under or arising from the Contract should be made to us unless and until the Security Agent notifies you to the contrary stating that the security has become enforceable;
- 2 all remedies provided for in the Contract or available at law or in equity are exercisable by the Security Agent;
- 3 all rights, interests and benefits whatsoever accruing to or for the benefit of ourselves arising from the Contract and all rights to compel performance of the Contract are exercisable by the Security Agent although we shall remain liable to perform all the obligations assumed by us under the Contract;
- 4 you are authorised and instructed, without requiring further approval from us, to disclose to the Security Agent such information relating to the Contract as it may from time to time request and to send it copies of all notices issued by you under the Contract to the Security Agent at *[address]* marked for the attention of *[addressee]* as well as to us;
- 5 we may not initiate or agree to any amendment to, waive any obligation under or agree to any termination of the Contract without the prior written consent of the Security Agent.

These instructions may not be revoked or amended without the prior written consent of the Security Agent.

For the avoidance of doubt, the Security Agent, its agents, any receiver or any person will not be under any obligation or liability to you under or in respect of the Contract.

This notice is governed by English law

Please acknowledge receipt of this notice by signing the acknowledgement on the enclosed copy letter and returning it to the Security Agent at the address set out in paragraph 4 of this notice.

Yours faithfully

.....

Authorised Signatory for and on behalf of *[Obligor]*

FORM OF ACKNOWLEDGEMENT FROM CONTRACT COUNTERPARTY

To: RBS Invoice Finance Limited (the "**Security Agent**")

Date: [●]

Dear Sirs

[OBLIGOR]

We acknowledge receipt of a notice dated [●] (the "Notice") relating to the [*details of [Material Contract]*][**Novated Agreement**] (the "**Contract**").

We:

- 1) agree to the terms set out in the Notice and to act in accordance with its terms;
- 2) confirm that we have not received any prior notice that [*Obligor*] has assigned its rights under the Contract or created any other interest (whether by way of security or otherwise) in favour of a third party; and
- 3) agree not to [exercise any right to terminate the Contract or] take any action to amend or supplement the Contract without the prior written consent of the Security Agent.

This letter is governed by English law.

Yours faithfully

.....

For and on behalf of

[*Counterparty to [Material Contract]*][**Novated Agreement**]

SCHEDULE 4
FORM OF NOTICE OF ASSIGNMENT TO INSURERS

To: *[Insurer]*

Date: [●]

Dear Sirs

We refer to the *[insert details of relevant Insurance Policy and policy number]* (the "**Policy**").

We give notice that pursuant to a composite guarantee and debenture dated [●] we have assigned to RBS Invoice Finance Limited (the "**Security Agent**") all our right, title and interest in and to the proceeds of the Policy.

With effect from your receipt of this notice we instruct you to:

- 1 note the interest of the Security Agent on the Policy as loss payee and as first priority assignee of the amounts and rights; and
- 2 disclose to the Security Agent, without further approval from us, such information regarding the Policy as the Security Agent may from time to time request and to send it copies of all notices issued by you under the Policy.

We will remain entitled to exercise all of our rights under the Policy and you should continue to give notices under the Policy to us unless and until you receive notice from the Security Agent to the contrary. In this event, unless the Security Agent agrees otherwise in writing:

- 1 all amounts payable to us under the Policy must be paid to the Security Agent; and
- 2 any of our rights in connection with those amounts will be exercisable by and notices must be given to the Security Agent or as it directs.

We confirm that we will remain liable under the Policy to perform all the obligations assumed by us under the Policy and the Security Agent, its agents, any receiver or any other person will not at any time be under any obligation or liability to you under or in respect of the Policy.

This letter is governed by English law.

Please acknowledge receipt of this notice and give the confirmations set out in the attached acknowledgement by signing the acknowledgement and giving the undertakings in the enclosed copy letter and returning the same to the Security Agent at *[address]* marked for the attention of *[addressee]*.

Yours faithfully

.....

Authorised signatory for and on behalf of *[Obligor]*

ACKNOWLEDGEMENT AND UNDERTAKING

To: RBS Invoice Finance Limited (the "**Security Agent**")

Copy: [Obligor]

Date: [●]

Dear Sirs,

[OBLIGOR]

We confirm receipt from [Obligor] (the "**Obligor**") of a notice dated [●] of an assignment by the Obligor of all amounts payable to it in connection with the Policy and all of its rights under the Policy (as defined in that notice).

In consideration of your agreeing to the Obligor continuing its insurance arrangements with us we:

- 1) accept the instructions contained in the notice and agree to comply with the notice;
- 2) confirm that we have not received notice of any third party in those amounts and rights;
- 3) undertake to note on the Policy your interest as loss payee and as first priority assignee of those amounts and rights;
- 4) undertake to disclose to you without any reference or further authority to the Obligor any information relating to those contracts which you may at any time request; and
- 5) undertake to notify you of:
 - (1) any cancellation, alteration, termination or expiry of any such insurance at least 30 days before it is due to take effect;
 - (2) any default in any payment of premium or failure to renew at least 30 days before the renewal date; and
 - (3) any act or omission that we are aware of which may make the Policy void, voidable or unenforceable (in whole or in part).

This letter is governed by English law.

Yours faithfully

.....

For and on behalf of [Insurer]

SCHEDULE 5
FORM OF NOTICE OF ASSIGNMENT TO ACCOUNT BANK

To: *[Account Bank]*

Date: [●]

Dear Sirs

We give notice that by a composite guarantee and debenture dated [●], we have assigned and charged to RBS Invoice Finance Limited (the "**Security Agent**") all our right, title and interest in and to all sums which are now or may from time to time in the future stand to the credit of:

Account Number [●]

Account Holder [●]

together with all interest accrued or accruing thereto and the debts represented by those sums (the "**Account**").

We hereby irrevocably instruct and authorise you to:

- 1 credit to the Account all interest from time to time earned on the sums of money held in the Account;
- 2 disclose to the Security Agent such information relating to the Account and the sums in the Account as the Security Agent may, at any time and from time to time, request;
- 3 hold all sums from time to time standing to the credit of the Account to the order of the Security Agent;
- 4 pay or release all or any part of the sums from time to time standing to the credit of the Account in accordance with the written instructions of the Security Agent; and
- 5 comply with the terms of any written notice or instructions relating to the Account or the sums standing to the credit of the Account from time to time which you may receive at any time from the Security Agent.

Please note we are not permitted to withdraw any amount from the Account without the prior written consent of the Security Agent.

These instructions cannot be revoked or varied without the prior written consent of the Security Agent.

This letter is governed by English law.

Please acknowledge receipt of this notice by signing the acknowledgement on the enclosed copy letter and returning the same to the Security Agent at *[address]* marked for the attention of *[addressee]*.

Yours faithfully

.....
Authorised Signatory for and on behalf of *[Obligor]*

FORM OF ACCOUNT BANK ACKNOWLEDGEMENT

To: RBS Invoice Finance Limited (the "**Security Agent**")

Date: [●]

Dear Sirs

[OBLIGOR]

We acknowledge receipt of a notice (the "**Notice**") in the terms set out above and confirm that we:

- 6 have not previously received notice of any previous assignments of, charges over or trusts in respect of the Account;
- 7 have noted the restrictions imposed upon the Obligor and the authority of the Security Agent in respect of the Account and will not act in such a way as to breach those restrictions or to ignore the authority of the Security Agent;
- 8 will act in accordance with the terms of the Notice; and
- 9 waive all rights of set-off, combination or consolidation which we may have at any time in respect of the Account.

This letter is governed by English law.

Yours faithfully,

.....

(Authorised signatory)

[*Account Bank*]

SCHEDULE 6 ADDITIONAL OBLIGORS

PART A - FORM OF ACCESSION DEED

THIS ACCESSION DEED is made on the day of **20[●]**

Between:

- (1) **[●], a company incorporated in England and Wales (company number [●]) whose registered office is at [●] (the "Acceding Obligor"); and**
- (2) **RBS INVOICE FINANCE LIMITED, a company incorporated in England and Wales (company number [●]) whose registered office is at [●] (the "Security Agent"),**
- (3) **[●], a company registered in [England and Wales] (company number 00662221) whose registered office is at Smith House, PO Box 50 Elmwood Avenue, Feltham, Middlesex, TW13 7QD (the "Original Obligor"),**

and is supplemental to a guarantee and debenture dated [●] between (1) the Original Obligors (as defined therein) and (2) the Security Agent (the "Guarantee and Debenture").

This Deed witnesses as follows:

- 1** Terms defined in the Guarantee and Debenture have the same meaning when used in this Deed unless given a different meaning in this Deed.
- 2** The Acceding Obligor confirms that it has been supplied with a copy of the Guarantee and **Debenture and that it is a Subsidiary of [●].**
- 3** The Acceding Obligor agrees to be bound by the terms of the Guarantee and Debenture as an Obligor and shall be party to the Guarantee and Debenture with effect from the date of this Deed as an Obligor as if it were named in the Guarantee and Debenture as an Obligor (but so that the security created on this accession will be created on the date of this Deed).
- 4** Without prejudice to the generality of paragraph 2 above:
 - a) all security created under this Deed is in favour of the Security Agent and is security for the payment, discharge and performance of the Secured Obligations; and
 - b) all security created under this Deed is made with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994.
- 5** The Acceding Obligor:
 - c) charges by way of legal mortgage any Real Property owned by it and specified in Part 1 of the schedule to this Deed;
 - d) charges by way of fixed charge, any Real Property now or at any time after the date of this Deed belonging to it (other than property charged under paragraph (a) above);
 - e) charges by way of fixed charge, all Plant and Machinery owned by it and its interest in any such Plant and Machinery in its possession, and specified in Part 2 of the schedule to this Deed;

- f) charges by way of fixed charge, other than those validly and effectively assigned under paragraph p) below,
 - i all present and future Investments owned by it and specified in Part 3 of the schedule to this Deed;
 - ii all Investment Derivative Rights owned by it;
 - iii where any Investment is held in a system for the deposit and settlement of transactions in investments, all rights against the operator of such system or any participant in respect of such Investment;
- g) charges by way of fixed charge, all present and future Intellectual Property Rights owned by it and specified in Part 4 of the schedule to this Deed;
- h) charges by way of fixed charge all of its rights in respect of any amount standing to the credit of any Accounts held by it and the debt represented by those Accounts (including those specified in Part 7 of the Schedule to this Deed);
- i) charges by way of fixed charge, its goodwill;
- j) charges by way of fixed charge, its uncalled capital;
- k) charges by way of fixed charge, all rights, interests and claims in the Insurance Policies, other than those validly and effectively assigned under paragraph p) below, and as specified at Part 5 of the schedule to this Deed;
- l) charges by way of fixed charge, all rights, interests and claims in the Material Contracts, other than those validly and effectively assigned under paragraph p) below, and as specified at Part 6 of the schedule to this Deed but for the avoidance of doubt, including all Scottish Assets;
- m) charges by way of fixed charge, the benefits of all licences, consents and authorisations held in connection with its business or the use of any Charged Property, and the right to any compensation in respect of any of them;
- n) charges by way of fixed charge, all rights, interests and claims in any pension fund now or in the future;
- o) charges by way of floating charge, the whole of its undertaking and assets, present and future other than any assets validly and effectively mortgaged, charged or assigned by way of security (whether at law or in equity) by this Deed; and
- p) assigns absolutely, subject to a proviso for re-assignment on redemption, all of its rights, title, interest and benefit from time to time in and to the:
 - i Material Contracts;
 - ii Insurance Policies; and
 - iii Investments.

6 The Additional Obligor shall not:

- q) create or permit to subsist any security over any of the Charged Property, other than any lien arising by operation of law and in the ordinary course of trading and not as a result of any default or omission by the Additional Obligor.
 - r) enter into a single transaction or a series of transactions (whether related or not and whether voluntary or involuntary) to sell, discount, factor, transfer, lease, lend or otherwise dispose of any of the Charged Property.
- 7 The Additional Obligor consents to a restriction in the following terms being entered into on the Register of Title relating to any of its Real Property registered at the Land Registry:
- "No disposition of the registered estate by the proprietor of the registered estate is to be registered without a written consent signed by the proprietor for the time being of the Deed dated [●] in favour of [●] referred to in the charges register."*
- 8 The Additional Obligor applied to the Chief Land Registrar for a notice in the following terms to be entered on the Register of Title relating to any of its Real Property registered at the Land Registry:
- "The Finance Parties under a facility agreement dated [●] between, among others, the Obligors and the Finance Parties are under an obligation (subject to the terms of that facility agreement) to the Obligors **to make further advances and the security agreement referred to in the charges register dated [●] in favour of the** Security Agent as trustee for the Finance Parties secures those **further advances.**"*
- 9 The fact that no or incomplete details of any asset are inserted in the schedule to this Deed does not affect the validity of the security created by this Deed.
- 10 If the Acceding Obligor assigns an agreement under this Deed and the assignment or charge breaches a term of that agreement because a third party's consent has not been obtained:
- a) the Acceding Obligor must notify the Security Agent immediately;
 - b) [the assignment or charge will not take effect until that consent is obtained;]
 - c) unless the Security Agent otherwise requires, the Acceding Obligor must use all reasonable endeavours to obtain the consent as soon as practicable; and
 - d) the Acceding Obligor must promptly supply the Security Agent with a copy of the consent obtained by it.
- 11 The Acceding Obligor confirms that:
- a) it is a [limited liability company] incorporated under the laws of [England and Wales];
 - b) no Termination Event is continuing or would occur as a result of it becoming an Additional Obligor; and
 - c) each of the representations set out in clause 9 (*Representations*) of the Guarantee and Debenture are true and correct as at the date of this Deed as if made by reference to it, this Deed and the facts and circumstances then existing.
- 12 The Acceding Obligor acknowledges that other persons may be added to, or released from, the Guarantee and Debenture without the Acceding Obligor's consent.

- 13 The [Original Obligor] [for itself and] as agent for the [other] Obligors under the Guarantee and Debenture, agrees to all matters provided for in this Deed.
- 14 The Guarantee and Debenture continues in full force and effect and the Guarantee and Debenture and this Accession Deed shall be read and construed as one document.
- 15 The provisions of Clauses 25.4 (Partial invalidity), 27 (Counterparts) and 29 (Jurisdiction) of the Guarantee and Debenture apply to this Deed as if set out in full in this Deed but as though references to the Guarantee and Debenture were references to this Deed.
- 16 A person who is not a party to this Deed has no right under the Contracts (Rights of Third Parties) Act 1999 to enforce or to enjoy the benefit of any term of this Deed.
- 17 This Deed and any non-contractual obligations arising out of or in connection with it are governed by English law.

This Deed was executed and delivered as a deed on the date written above.

SCHEDULE TO ACCESSION DEED

[List any specific assets secured]

Part 1 – Real Property

Part 2 – Plant & Machinery

Part 3 – Investments

Part 4 – Intellectual Property Rights

Part 5 – Insurance

Part 6 – Material Contracts

Each DAA

Each Management Services Agreement

Part 7 - Accounts

SIGNATORIES (TO DEED OF ACCESSION)

[]

PART B – CONDITIONS PRECEDENT REQUIRED TO BE DELIVERED BY AN ADDITIONAL OBLIGOR

- 1 An Accession Deed, duly executed by the Additional Obligor.
- 2 A copy of the constitutional documents of the Additional Obligor.
- 3 A copy of a resolution of the board of directors of the Additional Obligor:
 - a) approving the terms of, and the transactions contemplated by, the Accession Deed and resolving that it execute, deliver and perform the Accession Deed;
 - b) authorising a specified person or persons to execute the Accession Deed on its behalf;
 - c) authorising a specified person or persons, on its behalf, to sign and/or despatch all other documents and notices to be signed and/or despatched by it under or in connection with the Accession Deed or the Debenture;
 - d) authorising [●] to act as its agent in connection with the Accession Deed or the Debenture;
- 4 A specimen of the signature of each person authorised by the resolution referred to in paragraph 2 above.
- 5 [A copy of a resolution signed by all the holders of the issued shares of the Additional Obligor, approving the terms of, and the transactions contemplated by, the Accession Deed.]
- 6 [A copy of the resolution of the board of directors of each corporate shareholder of the Additional Guarantor approving the terms of the resolution referred to at paragraph 5 above.]
- 7 A certificate of the Additional Obligor (signed by a director) confirming that guaranteeing or securing the Secured Obligations would not cause any guarantee, security or similar limit binding on it to be exceeded.
- 8 A certificate of an authorised signatory of the Additional Obligor certifying that each copy document listed in this Part B of Schedule 6 is correct, complete and in full force and effect and has not been amended or superseded as at a date no earlier than the date of the Accession Deed.
- 9 A copy of any other authorisation or other document, opinion or assurance which the Security Agent considers to be necessary or desirable in connection with the entry into and performance of a the transactions contemplated by the Accession Deed or for the validity and enforceability of the Accession Deed.
- 10 If available, the latest audited financial statements of the Additional Obligor.
- 11 A copy of all notices required to be sent under the Debenture by the Additional Obligor.
- 12 [A legal opinion addressed to the Security Agent by its legal advisers as to English law.]
- 13 All requirements detailed within Clause 48.1.1 or 48.2.1 (as applicable) of the Facility Agreement have been complied with in respect to the Additional Obligor.

**SCHEDULE 7
FORM OF RESIGNATION LETTER**

To: **RBS INVOICE FINANCE LIMITED** as Security Agent

From: *[resigning Obligor]*

Dated: [●]

Dear Sirs

**Composite Guarantee and Debenture between [●]
dated [●] (the "Agreement")**

- 1 We refer to the Agreement. This is a Resignation Letter. Terms defined in the Agreement have the same meaning in this Resignation Letter unless given a different meaning in this Resignation Letter.
- 2 Pursuant to Clause **Error! Reference source not found.** (*Resignation of an Obligor*), we request that we are released from our obligations as an Obligor under the Agreement.
- 3 We confirm that:
 - 3.1 no Termination Event is continuing or would result from the acceptance of this request; and
 - 3.2 [●].
- 4 This Resignation Letter and any non-contractual obligations arising out of or in connection with it are governed by English law.

[Subsidiary]

By:


Print name:

SIGNATORIES

THE OBLIGORS


EXECUTED AS A DEED

By: **Apex Medical Locums Limited**

 Signature of Director

Gareth Hollings Name of Director

in the presence of

 Signature of witness

Lee McGarvie Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Cactus Search Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of

 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Carter Ford Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness

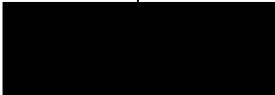
EXECUTED AS A DEED

By: **Click Recruitment Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Click Recruitment (Sco) Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **CNA ES Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

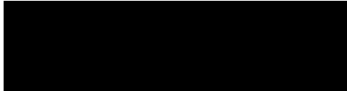
 _____ Address of witness

EXECUTED AS A DEED

By: **CNA International Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 _____ Address of witness

EXECUTED AS A DEED

By: **Education Network Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Elite Consultancy Network Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Empire Medical Locums Limited**

 Signature of Director

Gareth Hollings Name of Director

in the presence of

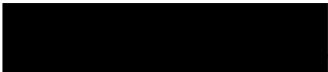
 Signature of witness

Lee McGarvie Name of witness

 Address of witness

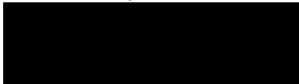
EXECUTED AS A DEED

By: **Equinox Professional Consultancy Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness

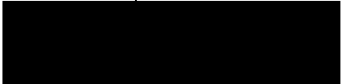
EXECUTED AS A DEED

By: **ESOS Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of

 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **ESOS Net Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness

EXECUTED AS A DEED

By: **Executive Network Group Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Fresh Medical Group Limited**

 Signature of Director

Gareth Hollings Name of Director

in the presence of


 Signature of witness

Lee McGarvie Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Fresh Recruitment Limited**

 _____ Signature of Director

Gareth Hollings _____ Name of Director

in the presence of


 _____ Signature of witness

Lee McGarvie _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Health People Group Limited**

 _____ Signature of Director

Adam Parkes _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness

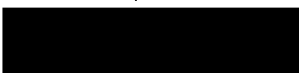
EXECUTED AS A DEED

By: **Hourglass Education Recruitment Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **ISE Partners Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Meriden Media Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of

 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Midas FMS Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness


 _____ Address of witness

EXECUTED AS A DEED

By: **MPS Healthcare Limited**

 Signature of Director
Paul Davis Name of Director

in the presence of

 Signature of witness
Louise Dunstan Name of witness


 7PT Address of witness

EXECUTED AS A DEED

By: **Network Construction Services Limited**

 Signature of Director
Paul Davis Name of Director


in the presence of

 Signature of witness
Louise Dunstan Name of witness

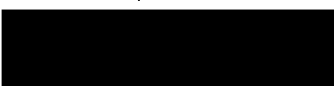
 PT Address of witness

EXECUTED AS A DEED

By: **Network ERP & IT (EMEA) Limited**

 Signature of Director
Paul Davis Name of Director

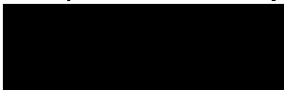
in the presence of

 Signature of witness
Louise Dunstan Name of witness

 PT Address of witness


EXECUTED AS A DEED

By: **Network Group Holdings Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness

EXECUTED AS A DEED

By: **Network Healthcare LD Limited**

 Signature of Director

Alexander Retallack Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Network Healthcare Professionals Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of

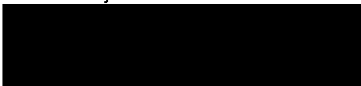
 Signature of witness

Louise Dunstan Name of witness


 Address of witness

EXECUTED AS A DEED

By: **Network I T Recruitment Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 _____ Address of witness

EXECUTED AS A DEED

By: **Network Live In Care Limited**

 _____ Signature of Director
Alexander Retallack _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 _____ Address of witness

EXECUTED AS A DEED

By: **Network Medical Group Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Network Nursing Solutions Limited**

 _____ Signature of Director

Alexander Retallack _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Network Recruitment Wales Limited**

 _____ Signature of Director

Gareth Hollings _____ Name of Director

in the presence of


 _____ Signature of witness

Lee McGarvie _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Network RGB Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of

 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Network Ventures Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness

EXECUTED AS A DEED

By: **NGH Trustees Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **P Vendor Services Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness

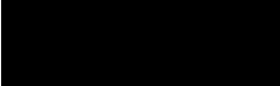
EXECUTED AS A DEED

By: **Paradigm Professional Consultancy Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness

EXECUTED AS A DEED

By: **Paragon Network Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps (Contracts) Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of

 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness

EXECUTED AS A DEED

By: **Pertemps (Scotland) Limited**

Signature of Director

Steve Mogano

Name of Director

in the presence of

██████████

Signature of witness

Louise Dunstan

Name of witness

PT Address of witness

EXECUTED AS A DEED

By: **Pertemps Education Network Limited**

— — —

Signature of Director

Paul Davis

Name of Director

in the presence of

Signature of witness

Louise Dunstan

Name of witness

PT Address of witness

EXECUTED AS A DEED

By: **Pertemps Jobshop Limited**

██████████

Signature of Director

Steve Mogano

Name of Director

in the presence of

Signature of witness


Louise Dunstan

Name of witness

7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Pertemps Medical Group Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Pertemps Medical Limited**

 _____ Signature of Director

Gareth Hollings _____ Name of Director

in the presence of

 _____ Signature of witness

Lee McGarvie _____ Name of witness

 _____ Address of witness

EXECUTED AS A DEED

By: **Pertemps Medical Partnership Limited**
[Redacted Signature] _____ Signature of Director
Gareth Hollings _____ Name of Director

in the presence of

[Redacted Signature] _____ Signature of witness
Lee McGarvie _____ Name of witness
[Redacted Address] _____ Address of witness

EXECUTED AS A DEED

By: **Pertemps Medical Professionals Limited**
[Redacted Signature] _____ Signature of Director
Steve Mogano _____ Name of Director

in the presence of

[Redacted Signature] _____ Signature of witness
Louise Dunstan _____ Name of witness
[Redacted Address] **ZPT** _____ Address of witness

EXECUTED AS A DEED


By: **Pertemps Network Administration Limited**
[Redacted Signature] _____ Signature of Director
Steve Mogano _____ Name of Director

in the presence of

[Redacted Signature] _____ Signature of witness
Louise Dunstan _____ Name of witness
[Redacted Address] **ZPT** _____ Address of witness


EXECUTED AS A DEED

By: **Pertemps Network Catering Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Pertemps Network Group Limited**

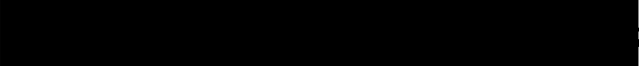
 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Pertemps Network Medical Limited**

 _____ Signature of Director

Gareth Hollings _____ Name of Director

in the presence of


 _____ Signature of witness

Lee McGarvie _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Pertemps New Directions Limited**

 _____ Signature of Director

Nigel Dudley _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness

EXECUTED AS A DEED

By: **Pertemps Payroll Services Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps Professional Development Limited**

 _____ Signature of Director

Steve Mogano _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness

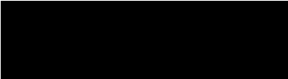
EXECUTED AS A DEED

By: **Pertemps Professional Recruitment Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps Recruitment Partnership Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps Recruitment Solutions (Croydon) Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Pertemps Staffbank Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of

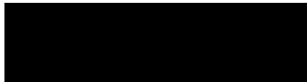
 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **PPF Group Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of

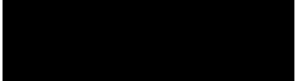
 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness

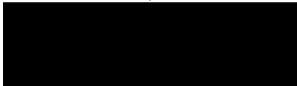
EXECUTED AS A DEED

By: **PPF Grp Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness


 7PT Address of witness

EXECUTED AS A DEED

By: **PPF Limited**

 _____ Signature of Director
Steve Mogano _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 7PT Address of witness

EXECUTED AS A DEED

By: **Rapier Employment Limited**

 _____ Signature of Director
Steve Mogano _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 7PT Address of witness

EXECUTED AS A DEED

By: **Red Personnel Limited**

 _____ Signature of Director
Steve Mogano _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 7PT Address of witness

EXECUTED AS A DEED

By: **Restgarth Care Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness


 _____ Address of witness

EXECUTED AS A DEED

By: **RGB Recruitment Limited**

 _____ Signature of Director
Paul Davis _____ Name of Director


in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness

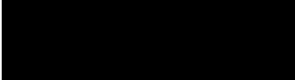
 _____ Address of witness

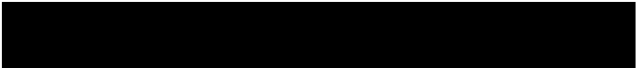
EXECUTED AS A DEED

By: **Riverside Recruitment (UK) Limited**

 _____ Signature of Director
Steve Mogano _____ Name of Director

in the presence of

 _____ Signature of witness
Louise Dunstan _____ Name of witness

 _____ Address of witness

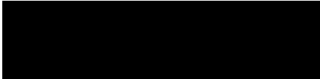
EXECUTED AS A DEED

By: **RMG Modelling and Promotions Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **SET Education Recruitment Limited**

 Signature of Director

Gareth Hollings Name of Director

in the presence of


 Signature of witness

Lee McGarvie Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Sheridan Maine (Midlands) Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of

 Signature of witness

Louise Dunstan Name of witness

 Address of witness


EXECUTED AS A DEED

By: **Sheridan Maine (South East) Limited**

 Signature of Director

Steve Mogano Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **Sheridan Maine Recruitment Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of

 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **SSR Contract & Technical Limited**

 Signature of Director

Paul Davis Name of Director

in the presence of


 Signature of witness

Louise Dunstan Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **SSR General & Management Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of

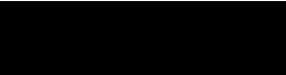
 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness

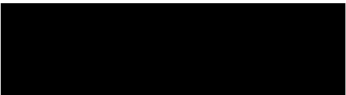
EXECUTED AS A DEED

By: **Technical Network Recruitment Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness


EXECUTED AS A DEED

By: **The Education Network (Birmingham) Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of

 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT Address of witness

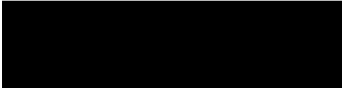
EXECUTED AS A DEED

By: **The People Network Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of

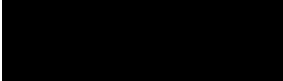
 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **The Talent Crowd Limited**

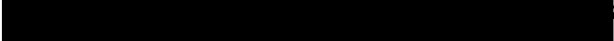
 _____ Signature of Director

Steve West _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Trinity IT Consulting Limited**

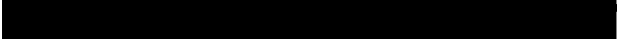
 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of


 _____ Signature of witness

Louise Dunstan _____ Name of witness

 _____ Address of witness


EXECUTED AS A DEED

By: **Vox Network Consultants Limited**

 _____ Signature of Director

Paul Davis _____ Name of Director

in the presence of

 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT _____ Address of witness

EXECUTED AS A DEED

By: **Outpatient Network Limited**

_____ Signature of Director

_____ Name of Director

in the presence of

_____ Signature of witness

_____ Name of witness

_____ Address of witness


EXECUTED AS A DEED

By: **The Care Contingency Group Limited**

 _____ Signature of Director

Alexander Retallack _____ Name of Director

in the presence of

 _____ Signature of witness

Louise Dunstan _____ Name of witness

 7PT _____ Address of witness

EXECUTED AS A DEED

By: **Vox Network Consultants Limited**

Signature of Director

Name of Director

in the presence of


Signature of witness

Name of witness



Address of witness

EXECUTED AS A DEED

By: **Outpatient Network Limited**

_____
Signature of Director
Gareth Hollings_____
Name of Director

in the presence of

_____
Signature of witness
_____
Name of witness
Louise Dunstan_____
Name of witness

_____
Address of witness

EXECUTED AS A DEED

By: **The Care Contingency Group Limited**

Signature of Director

Name of Director

in the presence of

Signature of witness

Name of witness

Address of witness

EXECUTED AS A DEED

By: **CNA IT Limited**

[Redacted Signature]

Signature of Director

Paul Davis

Name of Director

in the presence of

[Redacted Signature]

Signature of witness

Louise Dunstan

Name of witness

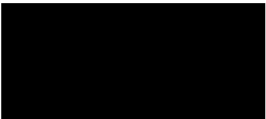
[Redacted Address]

Address of witness

THE SECURITY AGENT

SIGNED by)

for and on behalf of)



.....

RBS INVOICE FINANCE LIMITED)

Authorised signatory

Print name: **Paul Morgan**.....