



2.31 Self-employed/Independent contractor removal of services policy

1. Either party may terminate this contract for services for any reason and no notice is required to be given.

2. Notwithstanding the provisions of the previous clause, the Client may terminate the Engagement with immediate effect with no liability to make any further payment to the Contractor (other than in respect of amounts accrued before the Termination Date) if at any time the Independent Contractor commits any serious or repeated breach or non-observance of any of the provisions of this agreement or refuses or neglects to comply with any reasonable and lawful directions of the Client. Is convicted of any criminal offence (other than an offence under any road traffic legislation in the United Kingdom hereby not exceeding 6 penalty point, or elsewhere for which a fine or non-custodial penalty is imposed unless it renders the Contractor unable to legally drive). Commits any fraud or dishonesty or acts in any manner which in the opinion of the Client brings or is likely to bring the Contractor or the Client into disrepute or is materially adverse to the interests of the Client.

Commits any breach of the security or health and safety policies and procedures imposed by the Customer; or commits any offence under the Bribery Act 2010.

3. The rights of the Client under are without prejudice to any other rights that it might have at law to terminate the Engagement or to accept any breach of this agreement on the part of the Contractor as having brought the agreement to an end. Any delay by the Client in exercising its rights to terminate shall not constitute a waiver of these rights.

4. Upon termination, the Independent contractor agrees to, immediately, return any property, packages for delivery, mobile telephone/s and vehicle/s where applicable that they have in their possession and if they are owned and/or provided by REDSW and/or its client. Until they have been returned or repossessed, the independent contractor shall be solely responsible for their safe keeping and return. If they are not returned, steps will be taken to recover the same and any costs incurred in doing so will be claimed by the Company from the Supplier, if this action is taken REDSW will notify the independent contractor in writing (Email/text/what's app) to explain the charge and reasoning for the charge, this is to be clear and transparent with the Independent contractor on charges so these are not unexpected deductions.