

This DEED is made

BETWEEN:

- (1) Expedeon Limited a company incorporated in England and Wales with registered number 04681599 whose registered office is at 25 Norman Way Industrial Estate, Norman Way, Over, Cambridge, England, CB24 5QW (the "Company"); and
- (2) [REDACTED] ("you")

WHEREAS:

- (A) You were previously employed by the Company on the terms and conditions set out or referred to in a contract of employment dated [REDACTED] (the "Former Employment Contract"), which contained bonus provisions.
- (B) You recently entered new terms and conditions set out or referred to in a contract of employment dated 1 October 2019 (the "Employment Contract"), in which those bonus provisions no longer applied.
- (C) This Deed confirms that the bonus provisions in the Former Employment Contract have been superseded and replaced such that they no longer apply.
- (D) The Company is entering into this agreement for itself and on behalf of each of its group companies.

IT IS AGREED as follows:

1. Further to recent discussions, in consideration of [REDACTED] and your ongoing employment pursuant to the terms of the Employment Contract, you agree to waive unreservedly any right you may have to a bonus payment under the following "Salary" clause contained in your Former Employment Contract and any subsequent documents which refer to the same bonus entitlement (the "Clause").
"A bonus will be paid each December at [REDACTED] of annual sales revenue (based on the previous 12 month period to end of November). Should you leave the company any bonuses due will be calculated from sales in the 12-month period to end of November, in the year of your leaving, calculated pro rata for the number of weeks worked in that period. Your salary and bonuses are subject to statutory and other usual deductions."
2. For the avoidance of doubt, the Employment Contract makes no provision for a bonus and supersedes the Former Employment Contract in its entirety.
3. At the time of signing this Deed, you confirm that there are no outstanding bonus payments due to be paid to you by the Company or any group company.

IN WITNESS whereof the parties hereto have executed this Agreement as a Deed delivered on the day and year written below.

AGREED FORM

EXECUTED AS A DEED by)

.....

[REDACTED] in the presence of:)

Signature

.....

Signature of witness

.....

Name of witness

.....

.....

Address of witness

DATED:

EXECUTED AS A DEED by the Company)

.....

acting by [**[REDACTED]**])

Signature

in the presence of:)

.....

Signature of witness

.....

Name of witness

.....

.....

Address of witness

DATED: