

MOBIUS AT WORK LTD

Subcontractor Terms Addendum

Revision: Rev A – October 2025

Effective from 15 October 2025

"Creating workplaces, designed for people."

Document Reference	MAW-SUB-ADDENDUM-REVA-2025
Version	Rev A – October 2025
Author	Lauryn Pyne – Commercial Director
Approved By	Kevin Lancaster – Design & Projects Director
Issue Date	15 October 2025
Next Review Date	June 2026
Controlled Copy	Uncontrolled when printed

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This document supersedes all previous versions of the Mobius At Work Ltd Subcontractor Addendum.

Subcontractor Terms Addendum

This Subcontractor Addendum forms part of all Purchase Orders issued by Mobius At Work Ltd ("Mobius") to subcontractors or suppliers engaged in the provision of design, fit-out, furniture, or associated works. It is intended to ensure consistency, compliance, and alignment with Mobius's Terms & Conditions of Sale (Rev Q5 2025).

1. Relationship with Mobius's Terms & Conditions

This Addendum operates in conjunction with Mobius's Terms & Conditions of Sale (Rev Q5 2025). Where inconsistencies arise, the terms of this Addendum shall take precedence for all subcontracted works.

2. Scope of Works and Obligations

The Subcontractor shall perform the works described in the relevant Purchase Order and in accordance with all drawings, specifications, and instructions provided by Mobius. The Subcontractor shall comply with all applicable laws, regulations, and industry standards, and ensure that its employees and subcontractors are suitably qualified and competent.

3. Insurance and Liability

The Subcontractor shall maintain Public Liability, Employers' Liability, and Contractors' All-Risks insurance appropriate to the value and nature of the works, with minimum cover levels acceptable to Mobius. Evidence of insurance shall be provided upon request. The Subcontractor shall indemnify Mobius against any loss, damage, or claim arising from its acts, omissions, or negligence.

4. Health, Safety and CDM Regulations

The Subcontractor shall ensure full compliance with the Construction (Design and Management) Regulations 2015 and all current health and safety legislation. Unless otherwise agreed, Mobius shall not act as Principal Designer or Principal Contractor, and these roles shall be appointed separately by the Client where required.

5. Payment Terms

Payment will be made in accordance with the terms specified in the Purchase Order and Clause 9 of Mobius's Terms & Conditions of Sale (Rev Q5 2025). No payment shall be due for works not completed to Mobius's satisfaction or where supporting documentation (e.g., invoices, delivery notes, warranties) is incomplete.

6. Intellectual Property

All designs, drawings, or materials produced by the Subcontractor for Mobius shall be deemed the property of Mobius upon payment. The Subcontractor grants Mobius a royalty-free license to use and reproduce such materials for the purpose of the Project.

7. Data Protection

The Subcontractor shall comply with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. Personal data shall be processed only as necessary to fulfil contractual obligations and shall not be shared with third parties without consent.

8. Termination

Mobius reserves the right to terminate this agreement or any associated Purchase Order immediately in the event of material breach, insolvency, or failure to perform. On termination, the Subcontractor shall secure the site, remove personnel and materials safely, and cooperate fully in the transition of works.

9. Force Majeure

Neither party shall be liable for any failure or delay in performance due to events beyond their reasonable control, including industrial disputes, transport disruption, or material shortages. If a Force Majeure Event continues for more than 60 days, either party may terminate the contract by written notice.

10. Governing Law

This Addendum and any related contract shall be governed by and construed in accordance with the laws of England and Wales, and the parties submit to the exclusive jurisdiction of the English courts.

Applicability & Acceptance

This Addendum applies to all Purchase Orders issued by Mobius At Work Ltd from October 2025 onwards, unless superseded by a later revision. By accepting a Purchase Order, commencing work, or supplying goods or services to Mobius, the Subcontractor is deemed to have accepted the terms of this Addendum.

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