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FREELANCE AGREEMENT

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**THIS AGREEMENT** is made the  
**BETWEEN:**

- (1) <<Name of Developer>> of <<Country of Registration>> (the "Developer") and  
(2) <<Name of Client>> [a company registered in <<Country of Registration>> under  
number <<Company Registration Number>> whose registered office is at] **OR** [of]  
<<insert Address>> ("the Client")

**WHEREAS:**

- (1) At all material times the Developer is engaged in the business of providing website  
design and development services.  
(2) At all material times the Client is engaged in the business of <<insert description>>  
and wishes to acquire the services of the Developer.  
(3) The Developer hereby agrees to provide the services to the Client subject to the  
terms and conditions of this Agreement.

**IT IS AGREED** as follows:

1. **Definitions and Interpretation**

- 1.1 In this Agreement, unless otherwise requires, the following  
expressions have the meanings set out below:

**"Business Day"**

any day other than Saturday or Sunday) on  
which the Client's premises are open for their full range of  
<<insert location>>;

**"Client's Materials"**

the materials set out in Schedule 2 which the  
Developer agrees to provide for use in the  
website;

**"Confidential  
Information"**

information disclosed by either Party, information which is  
disclosed by the other Party pursuant to, or  
in connection with, this Agreement (whether orally or in  
writing, in any medium, and whether or not the  
information is stated to be confidential or  
otherwise marked as confidential).

**"Data Protection  
Legislation"**

the data protection legislation in force from time to time  
and applicable to data protection and  
not limited to, the UK GDPR (the  
General Data Protection Regulation (EU) 2016/679), as it forms part of the law of  
England and Wales, Scotland, and Northern Ireland by  
the European Union (Withdrawal)  
Act 2018 (and regulations made under that Act)  
and the Privacy and Electronic  
Communications Regulations 2003 as amended;

**["Fee"]**

the fee payable to the Developer for  
the provision of the services set out in Clause 5.1;

**["Initial Fee"]**

the fee payable to the Developer under  
the terms of the Initial Payment of the Milestone

**“Intellectual Property Rights”**

**[“Milestone Payment(s)”]**

**“Website”**

**“Consultant”**

**“Work”**

1.2 Unless the context of

1.2.1 “writing”, and communication, includes a reference to any electronic or facsimile transmission or similar means;

1.2.2 a statute or provision as in force at the relevant time;

1.2.3 “this Agreement” and each of the Schedules attached to this Agreement;

1.2.4 a Schedule attached to this Agreement;

1.2.5 a Clause or paragraph of this Agreement (other than this Clause) or a Schedule (other than this Schedule); and

1.2.6 a “Party” or “parties” to this Agreement.

1.3 The headings used in this Agreement shall have no effect upon the interpretation of this Agreement.

1.4 Words imparting the singular shall include the plural and vice versa.

1.5 References to any gender shall include the other gender.

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any patents, trade marks, service marks, designs, applications (and rights to those rights) trade, business and internet domain names and e-mail addresses and trade marks and service marks, know-how, rights in designs

es, consents, orders, statutes or regulations or a right in paragraph (a); or similar effect or nature as or to the effect of (a) and (b) which now or in the future

past infringements of any of the

able to the Developer for each of the Milestones set out in sub-Clause 2.4.;

website which is to be [developed] and maintained by the Developer as defined in Schedule 1

employed] person [or person employed by the Developer in any case is nominated and approved by the Developer (either a person named in Schedule 1 or any other person with suitable skill and

development work and services to be provided under this Agreement.

reference in this Agreement to:

tion, includes a reference to any electronic or facsimile transmission or

is a reference to that statute or provision as in force at the relevant time;

this Agreement and each of the Schedules attached to this Agreement;

ement;

ce to a Clause of this Agreement (other than this Clause) or a paragraph of the relevant Schedule;

parties to this Agreement.

for convenience only and shall have no effect upon the interpretation of this Agreement.

clude the plural and vice versa.

other gender.

## 2. Engagement of the Developer

- 2.1 The Client hereby engages the Developer to develop the Website.
- 2.2 The Client shall provide the Materials to the Developer by <<insert date>> ("the Delivery Date"). If the Client fails to deliver the Materials by the Completion Date and the Materials are not delivered by the Completion Date, the Penalty shall increment by one Business Day for each day that the Materials are not delivered.
- 2.3 The Developer shall provide the Website by <<insert date>> ("the Completion Date").
- 2.4 Prior to the Completion Date, the Developer shall [use reasonable endeavours to] comply with the following:
- 2.4.1 Initial planning shall be presented to the Client by <<insert date>>;
- 2.4.2 Design ideas shall be presented to the Client for selection and/or approval by <<insert date>>;
- 2.4.3 Development shall be presented to the Client on the following dates: <<insert date>>, <<insert date>>;
- 2.4.4 The Website shall be presented to the Client for testing by <<insert date>>;
- 2.4.5 <<insert additional dates>> shall be required>>.
- 2.5 The Developer acknowledges that the Client has a legitimate commercial interest in the Website being completed by the Completion Date and that the Client should have a remedy if it is not so completed. Accordingly, in the event that the Developer fails to complete the Website by the Completion Date, a sum of <<insert sum>>] OR [a sum of <<insert sum>>] shall be deducted as liquidated damages from the Developer for each Business Day after the Completion Date without prejudice to any right to claim damages or a remedy for any further delay.
- 2.6 Whether or not the Client carries out all or any of the Work, the Developer shall ensure that the Consultants performing all or any part of the Work shall be engaged with reasonable care.
- 2.7 The Developer shall be responsible for the rectification of any unsatisfactory work at his own expense.

## 3. Nature of Engagement

- 3.1 The Developer shall be an independent contractor and the Developer's Work shall be performed by the Developer and those of any Consultant(s) engaged by him on a non-exclusive basis. The Client shall not seek to supervise, direct or control the work of any Consultants in the provision of the Work nor shall the Client be entitled to do so.
- 3.2 Subject to the provisions of this Agreement, the Developer shall at all times be exclusively responsible for the performance of the Work and shall liaise with the Client (or the Client's representative) to ensure that account is taken of the impact of the timing of the Work on the activities of the Client and

- any other contractor engaged by the Client.
- 3.3 The engagement under this Agreement shall be mutually non-exclusive that is to say that at any time the Consultant can provide to other clients services which are similar to the Work and the Client can engage other contractors to provide services which are the same as or similar to the Work.
- 3.4 The Developer in performing the Work may on one or more occasions may substitute any Consultant engaged on the Work or may engage any other Consultant provided that any Consultant chosen shall possess the requisite skills and experience to perform the Work and the Developer shall make all reasonable endeavours to avoid or minimise any delay in the Work and to consult with the Client beforehand about any such change in engagement of persons carrying out the Work. The Developer shall in any event provide such a substitute if the provision of the Work is unduly delayed by absence of any Consultant for any other reason upon notification by the Client (or the Developer) that a delay is unacceptable or where it is otherwise agreed in writing by the Client. The Client shall only be obliged to accept any Consultant if in its reasonable opinion the Consultant is not suffering from lack of skills, or experience.
- 3.5 Any act or omission in breach of this Agreement, be deemed a breach of this Agreement.
- 3.6 Whenever possible the Developer shall use his own equipment, material and resources to carry out the Work.
- 3.7 The Developer is not to provide any other services available except for the performance of its obligations under this Agreement. The engagement and appointment of the Developer to provide the Work does not create any mutual obligation between the Client or the Developer to offer or accept any further work or services. No continuing relationship shall be created.
4. **Self-Employment Status**
- 4.1 The Developer shall be treated as an independent contractor and shall have the status of a self-employed person and shall be responsible for all income tax and national insurance contributions in respect of the consideration payable under this Agreement.
- 4.2 The Developer hereby releases the Client in respect of any claims that may be made against the Client in respect of income tax or national insurance contributions, including interest and penalties (the "Claims") in relation to the Work (carried out by him or any Consultant) undertaken under this Agreement.
- 4.3 The Developer shall be responsible for his expenses and value added tax.
- 4.4 Nothing in this Agreement shall be construed as creating a partnership, joint venture agency, or any other relationship between the Parties, or any employment relationship between the Consultant and [either] the Client [or the Developer].
5. **Fee**
- 5.1 [In consideration of the Work] the Client shall pay to the Developer the [Initial]

Fee of £<<insert >> the Developer's quotation dated <<insert date>>].]

## AND/OR

[In consideration of the following Milestone Payments to the Developer]

- 5.1.1 The sum of £<<insert >>
- 5.1.2 The sum of £<<insert >>
- 5.1.3 The sum of £<<insert >>
- 5.1.4 The sum of £<<insert >>
- 5.1.5 The sum of £<<insert >>
- 5.1.6 <<insert additional Milestone Payments required>>]

- 5.2 Payment of the [Initial Milestone Payment] shall be made only following completion of the [Initial Milestone] Work and shall be made within <<insert period>> of the date of the Developer's invoice for the same.

Any sums which remain unpaid at the expiry of this period shall incur interest at the rate of <<insert rate>> per annum above the base lending rate of <<insert rate>> time to time. Interest shall accrue on a daily basis from the date of payment until the actual date of payment of the overdue sum or after judgment. Any interest due shall be payable with the overdue sum.

- 5.3 All payments made by the Client shall be expressly exclusive of any value added tax charged by the Client.
- 5.4 No further payment shall be made by the Client above the entitlement set out in Clause 5 and, without limitation, no payment shall be made by the Client in respect of any expenses incurred by the Developer in connection with the Work. The Client shall not make any payment to any Contractor for the Work.

## 6. Intellectual Property

- 6.1 Upon receipt in full by the Client of the Website, all sums due under Clause 5, the copyright and any other Intellectual Property Rights subsisting in the Website shall be deemed to have been assigned to the Client and the Developer shall be deemed to have assigned to the Client all Intellectual Property Rights in respect of the Website arising from the Work under the Copyright, Designs and Patents Act 1988.
- 6.2 Following the assignment of Intellectual Property Rights to the Client, the Client shall be free to use the Website for any purpose, including but not limited to, the purpose for which the Website was originally created.

## 7. Developer's Warranties and Indemnities

- 7.1 The Developer, and any Contractor named in Schedule 1, warrant that they possess the requisite skill and experience to carry out the Work and shall not infringe any Intellectual Property Rights of any third party in connection with the Work.
- 7.2 The Developer shall use reasonable endeavours to ensure that the Website does not infringe any Intellectual Property Rights of any third party.

the Developer's quotation dated

shall make the following Milestone

very of the initial planning;

very of the design ideas;

very of each development report;

very of the Website for testing;

pletion of the Website;

quired>>]

stone Payment] shall be made only of the] Work and shall be made of the Developer's invoice for

expiry of this period shall incur >>% per annum above the base time to time. Interest shall accrue payment until the actual date of re or after judgment. Any interest ue sum

shall be expressly exclusive of any

veloper for the Website over and use 5 and, without limitation, no respect of any expenses incurred e. The Client shall not make any of the Work

all sums due under Clause 5, the Property Rights subsisting in the the Client and the Developer shall in respect of the Website arising and Patents Act 1988.

and any and all other Intellectual e Client shall be free to use the t limited to, the purpose for which

## Developer's Indemnities

ged by the Developer (whether or uisite skill and experience to carry

reasonable endeavours to ensure oper and shall not infringe any

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- ## 8. Client's Warranties

- 8.2 The Client hereby [REDACTED] in the Client's Materials shall, throughout the full [REDACTED] protection, be valid and subsisting

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pursuant to the law of the United Kingdom [and the provisions of the Berne Convention and/or the Paris Convention].

8.3 The Client shall not copy, reproduce, distribute, sell, lease, license, or otherwise dispose of any rights of copyright in or to the Client's Materials or Website except pursuant to this Agreement.

8.4 The Client shall not enter into any agreement or arrangement which might conflict with the Developer's obligations under this Agreement or might interfere with the Developer's obligations under this Agreement.

## 9. Liability

9.1 This Clause 9 sets out the liability of the Parties to each other for any breach of the Agreement, for any supply by the Developer and any Consultants of the Work and Website; and for any tortious act or omission (including, but not limited to, breach of statutory duty) arising out of or in connection with the Agreement.

9.2 Subject to sub-Clause 9.3, each Party shall be liable to the other, whether in contract, tort (including negligence), or for breach of statutory duty, for any loss of goodwill, loss of business opportunity, loss of profits, or any special, indirect or consequential damage suffered by the other Party that arises out of or in connection with the Agreement.

9.3 Nothing in this Agreement shall limit the liability of either Party to the other for fraud or fraudulent misrepresentation, for death or personal injury, for deliberate or wilful misconduct, or for breach of statutory duty.

9.4 Nothing in this Agreement shall limit the liability of either Party under or in respect of the provisions of Clause 7.

9.5 Without prejudice to the provisions of Clause 7, or to sub-Clauses 9.2 or 9.3, the total amount payable by the Client under this Agreement (whether in respect of breach of statutory duty or otherwise) shall be limited to 100% of the [Fee] or [Payments] paid or payable by the Client under this Agreement, whichever is greater.

## 10. Confidentiality

10.1 Both Parties understand and agree that the Confidential Information provided by sub-Clause 10.2 or as otherwise set out in the Confidentiality Schedule shall at all times during the continuance of this Agreement and for the period of [insert period]>>] after its termination:

10.1.1 keep confidential the Confidential Information;

10.1.2 not disclose the Confidential Information to any other party;

10.1.3 not use any Confidential Information for any purpose other than as contemplated in the Confidentiality Schedule;

10.1.4 not make any Confidential Information available in any way or part with possession of any Confidential Information;

10.1.5 ensure that its directors, officers, employees, agents, and any Consultant(s) acting on behalf of the Party, would not disclose any Confidential Information in breach of the provisions of this Clause 10.

10.2 Subject to sub-Clause 10.1, the Client may disclose any Confidential Information to the Developer.



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Information to:

10.2.1 any Consultants;

10.2.2 any of their suppliers;

10.2.3 any government bodies or regulatory body; or

10.2.4 any of their sub-Clauses

es, or suppliers;

or regulatory body; or

or those of any party described in 3;

10.3 Disclosure under s necessary for the p law. In each case Confidential Inform described in sub-Cl a body, the disclos written undertaking confidential and to made.

made only to the extent that is this Agreement, or as required by t first inform the recipient that the Unless the recipient is a body orised employee or officer of such and submit to the other Party a keep the Confidential Information poses for which the disclosure is

10.4 Either Party may us it to any other party knowledge through

ation for any purpose, or disclose Information is or becomes public

10.5 When using or disc disclosing Party m Confidential Informa

ation under sub-Clause 10.4, the s not disclose any part of that knowledge.

10.6 The provisions of t their terms, notwiths

continue in force in accordance with of this Agreement for any reason.

## 11. Termination

11.1 Either Party may t without giving any r

t at any time without notice and on.

11.2 Without prejudice t terminate, notwiths have, in the followin

Clause 11.1, this Agreement shall s and remedies the Parties may

11.2.1 either Party Agreement within <<ins Party; or

ne terms and obligations of this able of remedy, is not remedied notice of such failure from the other

11.2.2 either Party compulsory reconstruction whole or any

or liquidation – either voluntary or poses of bona fide corporate f a receiver is appointed over the ts.

11.3 The termination of which have already

ne without prejudice to any rights Parties under this Agreement.

## 12. [Data Protection

The Service Provider will c Service Provider's <<inse <<insert location(s)>>.]

sonal information as set out in the Privacy Notice>> available from

## 13. [Data Processing

13.1 In this Clause 13 a controller", "data p

ersonal data", "data subject", "data al data breach" shall have the

- meaning defined in Article 4(1) of the GDPR.
- 13.2 [All personal data transferred to the Data Processor on behalf of the Client, shall be processed in accordance with the terms of this Agreement and the Parties shall enter before any such transfer a Data Processing Agreement in which the scope of the processing of personal data is provided for.]
- OR**
- 13.2 [Both Parties shall ensure that the processing of personal data shall be in accordance with the data protection requirements set out in the Data Protection Policy of the Client, whether this Clause 13 nor any other provisions of this Agreement shall impose on either Party of any obligations set out in the Data Protection Policy. Neither Party shall not remove or replace any of those obligations.]
- 13.3 For the purposes of this Agreement, the Client is the "Data Controller" and the Data Processor is the "Data Processor".
- 13.4 The type(s) of personal data, the nature and purpose of the processing, and the scope of the processing shall be set out in Schedule 4 to this Agreement.
- 13.5 The Data Controller shall ensure that all necessary consents and notices required by law for the transfer of personal data to the Data Processor for the purposes set out in Schedule 4 to this Agreement.
- 13.6 The Data Processor shall ensure that it processes all personal data processed by it in accordance with the following conditions under this Agreement:
- 13.6.1 Process the personal data in accordance with the written instructions of the Data Controller and shall not be required to process such personal data unless otherwise required to process by law; the Data Processor shall promptly notify the Data Controller of any such requirement unless prohibited from doing so by law;
- 13.6.2 Ensure that appropriate technical and organisational measures (a) are in place to protect the personal data from loss, destruction, accidental loss, damage or disclosure, (b) are proportionate to the risks to the personal data, (c) are appropriate to the events, taking into account the current state of the art, (d) the nature, scope, context and purposes of the processing and the cost of implementing those measures. The measures shall be agreed between the Data Controller and the Data Processor and set out in Schedule 4 to this Agreement.
- 13.6.3 Ensure that the Data Processor and any sub-processors to the personal data (whether or not they are contractually obliged to keep the data confidential) are contractually obliged to keep the data confidential.
- 13.6.4 Not transfer personal data outside of the UK without the prior written consent of the Data Controller and only if the following conditions are met:
- 13.6.4.1 The Data Processor has/have provided satisfactory evidence for the transfer of personal data to the Data Processor.
- 13.6.4.2 Affected individuals have enforceable rights and effective legal remedies available to them.
- 13.6.4.3 The Data Processor complies with its obligations under the GDPR.

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- 13.6.4.4 The Data Processor shall provide the Data Controller with all reasonable instructions and information, providing an adequate level of protection of personal data so transferred; and
- 13.6.5 Assist the Data Controller in responding to requests from data subjects and in ensuring its compliance with applicable data protection Legislation with respect to its processing activities, including but not limited to, impact assessments, and consultations with supervisory authorities (including, but not limited to, the Information Commissioner's Office);
- 13.6.6 Notify the Data Controller without undue delay of a personal data breach;
- 13.6.7 On the Data Controller's instruction, delete (or otherwise dispose of) all personal data and any and all copies thereof to which the Data Controller is not entitled under this Agreement unless it is required to retain such data by law; and
- 13.6.8 Maintain complete and accurate records of all processing activities and measures implemented necessary to ensure compliance with Clause 13 and to allow for audits by the Data Controller or any other person designated by the Data Controller.
- 13.7 [The Data Processor shall be responsible for ensuring compliance with any of its obligations with respect to the processing of personal data under this Agreement, Clause 13.]
- OR**
- 13.7 [The Data Processor shall be responsible for ensuring compliance with any of its obligations to a subcontractor with respect to the processing of personal data under this Agreement, Clause 13 without the prior written consent of the Data Controller (such as may be required by applicable law). In the event that the Data Processor appoints a subcontractor, the Data Processor shall:
- 13.7.1 Enter into a subcontract with the subcontractor, which shall impose upon the subcontractor the same obligations as are imposed upon the Data Processor under Clause 13 and which shall permit both the Data Controller and the Data Processor to enforce those obligations;
- 13.7.2 Ensure that the subcontractor complies fully with its obligations under applicable data protection Legislation.]
- 13.8 Either Party may, at any time, terminate this Agreement by giving the other Party <<insert period, e.g. 30 calendar days>> notice, and the other Party shall, upon receipt of such notice, replace the provisions of this Agreement, including the processing clauses or similar terms, with the provisions of the other Party's standard terms and conditions of service. Such terms shall apply to the other Party's standard terms and conditions of service.]
- 14 Force Majeure**
- 14.1 Neither Party shall be liable for any failure or delay in performing their obligations under this Agreement that is beyond their control. Such causes include, but are not limited to, war, terrorism, acts of terrorism, acts of war, acts of God, storms, earthquakes, acts of God, or any other similar or dissimilar event or circumstance beyond the control of the Party in question.

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- 14.2 [In the event that a Party cannot perform their obligations hereunder as a result of a continuous period of <<insert period>>, the other Party may terminate this Agreement by written notice at the discretion of the terminating Party. In the event of such termination, the Parties shall agree to a final payment for all work completed up to the date of termination. The terminating Party shall take into account any prior contractual commitments and shall not be liable on the performance of this Agreement.]

## 15 Nature of the Agreement

- 15.1 Subject to the provisions of this Agreement, the obligations of the Parties are personal to the Parties and [subject to the provisions of the Agreement] neither Party may assign, mortgage, or charge (including by way of a sub-license) any of its rights hereunder or otherwise delegate any of its obligations hereunder without the prior written consent of the other Party, such consent not to be unreasonably withheld.
- 15.2 [Subject to the provisions of this Agreement] OR [This] Agreement contains the entire agreement between the Parties with respect to its subject matter and may not be modified or amended in writing signed by the duly authorised representatives of both Parties.
- 15.3 Each Party acknowledges that, in entering into this Agreement, it does not rely on any representation or warranty except as expressly provided in this Agreement. The Parties agree to the fullest extent permitted by law.
- 15.4 No failure or delay in the performance of any obligation under this Agreement shall be deemed to constitute a waiver of any such obligation by either Party of a breach of this Agreement shall be deemed to constitute a waiver of any such obligation by either Party of a breach of this Agreement.

## 16 Severance

The Parties agree that, if any provision of this Agreement is found to be unenforceable, that / those provisions shall be deemed severed from the remainder of this Agreement. The remainder of this Agreement shall remain enforceable.

## 17 Notices

- 17.1 All notices under this Agreement shall be in writing and be deemed duly given if signed by, or on behalf of, the duly authorised officer of the Party giving the notice.
- 17.2 Notices shall be deemed to have been given:
- 17.2.1 when delivered to the recipient by a courier or other messenger (including by electronic means) during business hours of the recipient; or
  - 17.2.2 when sent, by email, to the recipient and a return receipt is generated; or
  - 17.2.3 business days after being posted by national ordinary mail, to the recipient's last known address.
- In each case notices shall be deemed to have been given to the most recent address or e-mail address notified to the Parties.

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## 18 Alternative Dispute Resolution

18.1 Any dispute or claim arising out of or in connection with this Agreement or its subject matter, whether known or unknown, shall be referred to a single arbitrator to be agreed upon by the Parties. The arbitrator shall be appointed by the then President of the Arbitration Institute of the Chamber of Commerce and Industry of England and Wales.

18.2 The Parties hereby agree that the decision of the Arbitrator shall [not] be final and binding on both Parties.

## 19 Law and Jurisdiction

19.1 This Agreement (including any terms and conditions incorporated by reference) shall be governed by, and construed in accordance with, the law of England and Wales.

19.2 Subject to the provisions of this Agreement, any dispute, controversy, proceedings or claim between the Parties arising out of or in connection with this Agreement (including any non-contractual matters associated therewith) shall fall within the jurisdiction of the courts of England and Wales.

**IN WITNESS WHEREOF** this Agreement has been signed and executed the day and year first before written

SIGNED by

<<Full name of the Developer>>

In the presence of

<<Name & Address of Witness>>

SIGNED by

<<Name and Title of person signing for and on behalf of <<Client's Name>>>

In the presence of

<<Name & Address of Witness>>

## The Website

<<Insert full details of the Website to be developed by the Developer>>

## Client's Materials

<<Insert full details of the Client's Materials to be provided to the Developer>>

## Name of any Consultant engaged

<<Insert full name of any Consultation Operator>>

Pursuant to Clause 13.4, the following details of the type(s) of personal data, the scope, nature and purpose of the process and the processing:

<<Insert full details>>]

[Pursuant to Clause 13.6.2, the following technical and organisational measures agreed:

<<Insert full details>>]]

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