



Registration of a Charge

Company name: **CARLISLE STAFFING SERVICES HOLDINGS LIMITED**

Company number: **04167777**



X81JXU00

Received for Electronic Filing: **19/03/2019**

Details of Charge

Date of creation: **05/03/2019**

Charge code: **0416 7777 0012**

Persons entitled: **BARCLAYS BANK PLC AS SECURITY TRUSTEE FOR THE SECURED PARTIES (AS DEFINED IN THE INSTRUMENT).**

Brief description: **N/A**

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:

HARRIET MCRAE, SOLICITOR, DLA PIPER UK LLP, LONDON



CERTIFICATE OF THE REGISTRATION OF A CHARGE

Company number: 4167777

Charge code: 0416 7777 0012

The Registrar of Companies for England and Wales hereby certifies that a charge dated 5th March 2019 and created by CARLISLE STAFFING SERVICES HOLDINGS LIMITED was delivered pursuant to Chapter A1 Part 25 of the Companies Act 2006 on 19th March 2019 .

Given at Companies House, Cardiff on 20th March 2019

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



I CERTIFY THAT, SAVE FOR MATERIAL REDACTED
PURSUANT TO s859G OF THE COMPANIES ACT 2006,
THIS IS A TRUE, COMPLETE AND CORRECT COPY
OF THE ORIGINAL INSTRUMENT

DATE 12/3/19

SIGNED Blair V. R. R.
DLA PIPER UK LLP

DATED

5 March 2019

(1) THE COMPANIES NAMED IN THIS DEED AS ORIGINAL CHARGORS

- and -

(2) BARCLAYS BANK PLC
as Security Agent

GROUP DEBENTURE

This Debenture is subject to and has the benefit of an Intercreditor Agreement dated 4 November 2015 and made between, among others, (1) the Original Chargors, (2) the Security Agent and (3) the Secured Parties (as each such term is defined in this Deed).

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THIS DEBENTURE is made on 5 March

2019

BETWEEN:

- (1) **THE COMPANIES LISTED IN SCHEDULE 1 TO THIS DEED** (the "Original Chargors"); and
- (2) **BARCLAYS BANK PLC** as security trustee for the Secured Parties (as defined below) (in such capacity, the "Security Agent").

IT IS AGREED:

1. DEFINITIONS AND INTERPRETATION

1.1 Definitions

In this Deed:

- (a) terms defined in, or construed for the purposes of, the Senior Facility Agreement (as defined below) have the same meanings when used in this Deed (unless the same are otherwise defined in this Deed); and
- (b) at all times the following terms have the following meanings:

"**Accession Deed**" means an accession deed substantially in the form set out in schedule 6 (*Form of Accession Deed*);

"**Account Bank**" means any bank or other financial institution with which any Charged Account is maintained from time to time;

"**Act**" means the Law of Property Act 1925;

"**Amendment and Restatement Agreement**" means the amendment and restatement agreement dated the same date as this Deed entered into between (1) Impellam Group plc as Company, (2) the companies listed in part 1 of schedule 1 therein as Existing Obligors, (3) Fifth Third Bank as Outgoing Lender, (4) the financial institutions listed in part 2 of schedule 1 as Continuing Lenders, (5) The Governor and Company of the Bank of Ireland as Incoming Lender, (6) Barclays Bank PLC as Agent and (7) Barclays Bank PLC as Security Agent pursuant to the terms of which the terms of the Senior Facility Agreement is amended and restated;

"**Assigned Assets**" means the Security Assets expressed to be assigned pursuant to clause 4.2 (*Security assignments*);

"**Charged Accounts**" means each:

- (a) Collection Account; and
- (b) other account charged by or pursuant to this Deed;

"**Charged Investments**" means the Charged Securities and all present and future Related Rights accruing to all or any of the Charged Securities;

"Charged Securities" means:

- (a) the securities (if any) specified in part 2 (*Charged Securities*) of schedule 2 (*Details of Security Assets*); and
- (b) all other stocks, shares, debentures, bonds, warrants, coupons, negotiable instruments, certificates of deposit or other securities or "*investments*" (as defined in part II of schedule II to the Financial Services and Markets Act 2000 as in force at the date of this Deed) now or in future owned (legally or beneficially) by a Chargor or held by a nominee, trustee, fiduciary or clearance system on its behalf or in which such Chargor has an interest at any time;

"Chargors" means:

- (a) the Original Chargors; and
- (b) any other company which accedes to this Deed pursuant to an Accession Deed;

"Collection Account" has the meaning given to that term in clause 11.5(a)(iii);

"Debenture Security" means the Security created or evidenced by or pursuant to this Deed or any Accession Deed;

"Declared Default" means an Event of Default in respect of which any notice has been issued or rights exercised by the Agent under clause 26.18 (*Acceleration*) of the Senior Facility Agreement;

"Default Rate" means the rate of interest determined in accordance with clause 12.3 (*Default interest*) of the Senior Facility Agreement;

"Delegate" means any delegate, sub-delegate, agent, attorney or co-trustee appointed by the Security Agent or by a Receiver;

"Event of Default" means each Event of Default as defined in the Senior Facility Agreement;

"Excluded Leasehold Property" has the meaning given to such term in clause 6.1(a);

"Excluded Property" means any Material Property with a value of less than £1,000,000;

"Existing Debenture" means the debenture dated 4 November 2015 and entered into between (1) certain of the Original Chargors and (2) Barclays Bank PLC as Security Agent;

"Insurances" means all policies of insurance (and all cover notes) which are at any time held by or written in favour of a Chargor, or in which a Chargor from time to time has an interest but excluding such policies of insurance to the extent that they relate to third party liabilities;

"Intellectual Property" means all legal and/or equitable interests (including, without limitation, the benefit of all licences in any part of the world) of each Chargor in, or relating to:

- (a) any patents, trade marks, service marks, designs, business names, copyrights, database rights, design rights, domain names, moral rights, inventions, confidential information, know-how and other intellectual property rights and interests (which may now or in the future subsist), whether registered or unregistered; and

- (b) the benefit of all applications and rights to use such assets of each Chargor (which may now or in the future subsist);

"Material Intellectual Property" means all Intellectual Property which is material in the context of a Chargor's business and which is required by it in order to carry on its business;

"Material Property" means all Real Property other than any Short Leasehold Property;

"Party" means a party to this Deed;

"Planning Acts" means (a) the Town and Country Planning Act 1990, (b) the Planning (Listed Buildings and Conservation Areas) Act 1990, (c) the Planning (Hazardous Substances) Act 1990, (d) the Planning (Consequential Provisions) Act 1990, (e) the Planning and Compensation Act 1991, (f) any regulations made pursuant to any of the foregoing and (g) any other legislation of a similar nature;

"Real Property" means all estates and interests in freehold, leasehold and other immovable property (wherever situated) now or in future belonging to any Chargor, or in which any Chargor has an interest at any time (including the registered and unregistered land (if any) in England and Wales specified in part 1 (*Real Property*) of schedule 2 (*Details of Security Assets*)), together with:

- (a) all buildings and fixtures (including trade fixtures) and fixed plant and machinery at any time thereon;
- (b) all easements, rights and agreements in respect thereof; and
- (c) the benefit of all covenants given in respect thereof;

"Receivables" means all present and future book debts and other debts, rentals, royalties, fees, VAT and monetary claims and all other amounts at any time recoverable or receivable by, or due or owing to, any Chargor (whether actual or contingent and whether arising under contract or in any other manner whatsoever) together with:

- (a) the benefit of all rights, guarantees, Security and remedies relating to any of the foregoing (including, without limitation, negotiable instruments, indemnities, reservations of property rights, rights of tracing and unpaid vendor's liens and similar associated rights); and
- (b) all proceeds of any of the foregoing;

"Receiver" means a receiver or receiver and manager or administrative receiver of the whole or any part of the Security Assets appointed by the Security Agent under this Deed;

"Related Rights" means, in relation to any Charged Securities:

- (a) all dividends, distributions and other income paid or payable on the relevant Charged Securities or on any asset referred to in paragraph (b) of this definition; and
- (b) all rights, monies or property accruing or offered at any time in relation to such Charged Securities whether by way of redemption, substitution, exchange, bonus or preference, under option rights or otherwise;

"Relevant Contract" means:

- (a) each Hedging Agreement;

(b) each agreement designated as a Relevant Contract by the Security Agent and the relevant Chargor; and

(c) each agreement (if any) specified in any Accession Deed as "Relevant Contract",

together with each other agreement supplementing or amending or novating or replacing the same;

"Secured Obligations" means all present and future obligations and liabilities (whether actual or contingent and whether owed jointly or severally or alone or in any other capacity whatsoever) of each member of the Group to the Security Agent and/or the other Secured Parties (or any of them) under or pursuant to any Senior Finance Document (including all monies covenanted to be paid under this Deed);

"Secured Parties" has the meaning given to that term in the Intercreditor Agreement;

"Security Assets" means all property and assets from time to time mortgaged, charged or assigned (or expressed to be mortgaged, charged or assigned) by or pursuant to this Deed;

"Security Period" means the period beginning on the date of this Deed and ending on the date on which:

(a) all the Secured Obligations have been unconditionally and irrevocably paid and discharged in full; and

(b) no Secured Party has any further commitment, obligation or liability under or pursuant to the Senior Finance Documents;

"Senior Facility Agreement" means the senior multicurrency revolving facility agreement dated 4 November 2015 and entered into between (1) Inpella Group plc as the Company, (2) the entities listed in part 1 of schedule 1 thereto as Original Borrowers, (3) the entities listed in part 1 of schedule 1 thereto as Original Guarantors, (4) Barclays Bank PLC, Fifth Third Bank, HSBC Bank plc, KBC Bank N.V., London Branch, The Royal Bank of Scotland plc and Wells Fargo Bank N.A, London Branch as Arrangers, (5) the financial institutions listed in part 2 of schedule 1 thereto as Original Lenders, (6) Barclays Bank PLC as Agent and (7) Barclays Bank PLC as Security Agent pursuant to which the Original Lenders agreed to make certain facilities available to the Borrowers and as the same may be amended, supplemented, novated and/or restated from time to time (including pursuant to amendment letters dated 3 February 2016, 27 October 2016, 20 July 2018 and 26 October 2018 and as amended and restated pursuant to the Amendment and Restatement Agreement);

"Senior Finance Documents" means each *"Finance Document"* as that term is defined in the Senior Facility Agreement;

"Senior Finance Party" means any Finance Party as defined in the Senior Facility Agreement; and

"Short Leasehold Property" means a leasehold property held by a Chargor now or in the future under a lease granted at a rack rate which has an unexpired term of 15 years or less at the date of this Deed (or in the case of future acquired leasehold property, at the date of acquisition of such property by the relevant Chargor).

1.2 Interpretation

- (a) Unless a contrary indication appears, in this Deed the provisions of clause 1.2 (*Construction*) of the Senior Facility Agreement (other than clause 1.2(c)) apply to this Deed as though they were set out in full in this Deed, except that references to "*this Agreement*" will be construed as references to this Deed.
- (b) Unless a contrary indication appears, any reference in this Deed to:
 - (i) a "**Chargor**", the "**Security Agent**" or any other "**Secured Party**" or any other person shall be construed so as to include its successors in title, permitted assigns and permitted transferees and, in the case of the Security Agent, any person for the time being appointed as Security Agent or Security Agents in accordance with the Senior Finance Documents;
 - (ii) "**this Deed**", the "**Senior Facility Agreement**", any other Senior Finance Document or any other agreement or instrument is a reference to this Deed, the Senior Facility Agreement, that other Senior Finance Document or that other agreement or instrument as amended, supplemented, extended, restated, novated and/or replaced in any manner from time to time (however fundamentally and even if any of the same increases the obligations of any member of the Group or provides for further advances); and
 - (iii) "**Secured Obligations**" includes obligations and liabilities which would be treated as such but for the liquidation, administration or dissolution of or similar event affecting any member of the Group.
- (c) Each undertaking of a Chargor (other than a payment obligation) contained in this Deed:
 - (i) must be complied with at all times during the Security Period; and
 - (ii) is given by such Chargor for the benefit of the Security Agent and each other Secured Party.
- (d) The terms of the other Senior Finance Documents, and of any side letters between any of the parties to them in relation to any Senior Finance Document, are incorporated in this Deed to the extent required to ensure that any disposition of the 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.
- (e) If the Security Agent or the Agent reasonably considers that an amount paid by any member of the Group to a Secured Party under a Senior Finance Document is capable of being avoided or otherwise set aside on the liquidation or administration of such member of the Group, then that amount shall not be considered to have been irrevocably paid for the purposes of this Deed.
- (f) The Parties intend that this document shall take effect as a deed notwithstanding the fact that a Party may only execute this document under hand.

1.3 Joint and several

The liabilities and obligations of each Chargor under this Deed are joint and several. Each Chargor agrees to be bound by this Deed notwithstanding that any other Chargor which was intended to sign or be bound by this Deed did not so sign or is not bound by this Deed.

1.4 Inconsistency between this Deed and the Intercreditor Agreement

If there is any conflict or inconsistency between any provision of this Deed and any provision of the Intercreditor Agreement, the provision of the Intercreditor Agreement shall prevail.

1.5 Trust

All Security and dispositions made or created, and all obligations and undertakings contained, in this Deed to, in favour of or for the benefit of the Security Agent are made, created and entered into in favour of the Security Agent as trustee for the Secured Parties from time to time on the terms of the Intercreditor Agreement.

1.6 Third party rights

Save as 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 enjoy the benefit of any term of this Deed.

1.7 Existing Debenture

- (a) On or around the date of this Deed, the Senior Facility Agreement will be amended and restated pursuant to the terms of the Amendment and Restatement Agreement.
- (b) It is a condition precedent of the Amendment and Restatement Agreement that the Chargers enter into this Deed.
- (c) Notwithstanding any other provision of this Deed, the parties acknowledge and agree that the Chargers enter into this Deed in addition to, and without prejudice to, the Existing Debenture and that any references in this Deed to the Security created hereunder being first ranking are subject to any prior ranking Security created under the Existing Debenture.

2. COVENANT TO PAY

2.1 Covenant to pay

- (a) Each Charger, as principal obligor and not merely as surety, covenants in favour of the Security Agent that it will pay and discharge the Secured Obligations from time to time when they fall due.
- (b) Every payment by a Charger of a Secured Obligation which is made to or for the benefit of a Secured Party to which that Secured Obligation is due and payable in accordance with the Senior Finance Document under which such sum is payable to that Secured Party, shall operate in satisfaction to the same extent of the covenant contained in clause 2.1(a).

2.2 Default interest

Any amount which is not paid under this Deed when due shall bear interest on a daily basis (both before and after judgment and payable on demand) at the Default Rate from the due date until the date on which such amount is unconditionally and irrevocably paid and discharged in full.

3. GRANT OF SECURITY

3.1 Nature of security

All Security and dispositions created or made by or pursuant to this Deed are created or made:

- (a) in favour of the Security Agent;
- (b) subject to the Existing Debenture, with full title guarantee in accordance with the Law of Property (Miscellaneous Provisions) Act 1994; and
- (c) as continuing security for payment of the Secured Obligations.

3.2 Qualifying floating charge

Paragraph 14 of Schedule B1 to the Insolvency Act 1986 applies to any floating charge created by or pursuant to this Deed (and each such floating charge is a qualifying floating charge for the purposes of the Insolvency Act 1986).

4. FIXED SECURITY

4.1 Fixed charges

Each Chargor charges and agrees to charge all of its present and future right, title and interest in and to the following assets which are at any time owned by it or in which it from time to time has an interest:

- (a) by way of first legal mortgage:
 - (i) any Material Property (if any) specified in part 1 (*Real Property*) of schedule 2 (*Details of Security Assets*); and
 - (ii) all other Material Property (if any) and all interests in Material Property not charged by clause 4.1(a)(i);
- (b) by way of first fixed charge:
 - (i) all other Material Property and all interests in Material Property not charged by clause 4.1(a);
 - (ii) all licences to enter upon or use land and the benefit of all other agreements relating to land; and
 - (iii) the proceeds of sale of all Material Property;
- (c) by way of first fixed charge all plant and machinery (not charged by clause 4.1(a) or 4.1(b)) and the benefit of all contracts, licences and warranties relating to the same;
- (d) by way of first fixed charge:
 - (i) the Charged Securities (if any) referred to in part 2 (*Charged Securities*) of schedule 2 (*Details of Security Assets*); and
 - (ii) all other Charged Securities (not charged by clause 4.1(d)(i)),

in each case, together with (A) all Related Rights from time to time accruing to those Charged Securities and (B) all rights which such Chargor may have at any time against any clearance or settlement system or any custodian in respect of any Charged Investments;

(e) by way of first fixed charge:

- (i) the Collection Accounts and all monies at any time standing to the credit of the Collection Accounts; and
- (ii) all other accounts of such Chargor with any bank, financial institution or other person at any time (not charged by clause 4.1(e)(i)) and all monies at any time standing to the credit of such accounts,

in each case, together with all interest from time to time accrued or accruing on such monies, any investment made out of such monies or account and all rights to repayment of any of the foregoing;

(f) by way of first fixed charge all Material Intellectual Property;

(g) to the extent that any Assigned Asset is not effectively assigned under clause 4.2 (*Security assignments*), by way of first fixed charge such Assigned Asset;

(h) by way of first fixed charge (to the extent not otherwise charged or assigned in this Deed):

- (i) the benefit of all material licences, consents, agreements and Authorisations held or used in connection with the business of such Chargor or the use of any of its assets; and
- (ii) any material letter of credit issued in favour of such Chargor and all material bills of exchange and other material negotiable instruments held by it; and

(i) by way of first fixed charge all of the goodwill and uncalled capital of such Chargor.

4.2 Security assignments

Each Chargor assigns and agrees to assign absolutely (subject to a proviso for reassignment on redemption) all of its present and future right, title and interest in and to:

- (a) the Relevant Contracts, all rights and remedies in connection with the Relevant Contracts and all proceeds and claims arising from them;
- (b) all Insurances and all claims under the Insurances and all proceeds of the Insurances; and
- (c) all other Receivables (not assigned under clauses 4.2(a) or 4.2(b)).

To the extent that any Assigned Asset described in clause 4.2(b) is not assignable, the assignment which that clause purports to effect shall operate as an assignment of all present and future rights and claims of such Chargor to any proceeds of such Insurances.

4.3 Notice of assignment and/or charge

- (a) Upon the occurrence of a Declared Default, each Chargor shall:

- (i) in respect of each of its Insurances, deliver a duly completed notice of assignment in the form set out in schedule 5 (*Form of notice to and acknowledgement by insurers*) to the provider of each such Insurance and shall use its best endeavours to procure that each such person executes and delivers to the Security Agent an acknowledgement, substantially in the form set out in schedule 5 (*Form of notice to and acknowledgement by insurers*);
- (ii) in respect of each other Relevant Contract and to the extent that such Chargor is a party to the relevant document, deliver a duly completed notice of assignment in the form set out in schedule 4 (*Form of notice to and acknowledgement by party to Relevant Contract*) to each other party to that document, and shall use its best endeavours to procure that each such party executes and delivers to the Security Agent an acknowledgement, substantially in the form set out in schedule 4 (*Form of notice to and acknowledgement by party to Relevant Contract*); and
- (iii) in respect of its Charged Accounts deliver a duly completed notice to the Account Bank and shall use its best endeavours procure that the Account Bank executes and delivers to the Security Agent an acknowledgement, in each case in the respective forms set out in schedule 3 (*Form of notice to and acknowledgement from Account Bank*),

or, in each case, in such other form as the Security Agent shall agree.

4.4 Assigned Assets

The Security Agent is not obliged to take any steps necessary to preserve any Assigned Asset, to enforce any term of a Relevant Contract against any person or to make any enquiries as to the nature or sufficiency of any payment received by it pursuant to this Deed.

5. FLOATING CHARGE

Each Chargor charges and agrees to charge by way of first floating charge all of its present and future:

- (a) assets and undertaking (wherever located) not otherwise effectively charged by way of fixed mortgage or charge or assigned pursuant to clause 4.1 (*Fixed charges*), clause 4.2 (*Security assignments*) or any other provision of this Deed; and
- (b) (whether or not effectively so charged or assigned) heritable property and all other property and assets in Scotland.

6. EXCLUSIONS

6.1 Leases restricting charging

- (a) There shall be excluded from the charge created by clause 4.1 (*Fixed charges*) any leasehold property held by a Chargor under a lease which either precludes absolutely or conditionally (including requiring the consent of any third party) that Chargor from creating any charge over its leasehold interest in that property (each an "**Excluded Leasehold Property**") until the relevant condition or waiver has been satisfied or obtained.
- (b) For each Excluded Leasehold Property, each relevant Chargor undertakes to apply for the relevant consent or waiver of prohibition or condition as soon as reasonably

practicable but, in any event, within 20 Business Days of the date of this Deed or, as the case may be, the date of the Accession Deed or the date of acquisition of the relevant leasehold property and, in respect of each Excluded Leasehold Property which provides that the relevant third party will not unreasonably withhold its consent to charging, to use its reasonable endeavours to obtain that consent as soon as reasonably possible and to keep the Security Agent regularly informed of the progress of its negotiations (provided that where such consent or waiver has been sought by a Chargor pursuant to the Existing Debenture, the relevant Chargor shall only be required to seek such consent or waiver in respect of this Deed if requested to do so by the Security Agent following the occurrence of an Event of Default which is continuing).

- (c) If the relevant Chargor has used its reasonable endeavours to obtain the relevant consent or waiver in respect of an Excluded Leasehold Property as contemplated in clause 6.1(b) above for a period of not less than 20 Business Days from the date such consent or waiver is first requested, the obligation for each relevant Chargor to obtain that consent or waiver shall expire.
- (d) Immediately upon receipt of the relevant waiver or consent, the relevant formerly Excluded Leasehold Property shall stand charged to the Security Agent under clause 4.1 (*Fixed charges*). If required by the Security Agent at any time following receipt of that waiver or consent, the relevant Chargor shall execute a valid legal mortgage in such form as the Security Agent shall reasonably require as soon as reasonably practicable but, in any event, within 20 Business Days from the date of the relevant waiver or consent being granted.

6.2 Intellectual Property restricting charging

- (a) There shall be excluded from the charge created by clause 4.1 (*Fixed charges*) any Material Intellectual Property in which a Chargor has an interest under any licence or other agreement which either precludes absolutely or conditionally (including requiring the consent of any third party) that Chargor from creating any charge over its interest in that Material Intellectual Property (each an "**Excluded Intellectual Property**") until the relevant condition or waiver has been satisfied or obtained.
- (b) For each Excluded Intellectual Property asset, each relevant Chargor undertakes to apply for the relevant consent or waiver or prohibition or condition within five Business Days of the date of this Deed or, as the case may be, the date of the Accession Deed or the date on which such licence or other agreement is entered into and, in respect of any licence or agreement which provides that the relevant third party will not unreasonably withhold its consent to charging, to use its best endeavours to obtain that consent as soon as possible and to keep the Security Agent regularly informed of the progress of its negotiations (provided that where such consent or waiver has been sought by a Chargor pursuant to the Existing Debenture, the relevant Chargor shall only be required to seek such consent or waiver in respect of this Deed if requested to do so by the Security Agent following the occurrence of an Event of Default which is continuing).
- (c) If the relevant Chargor has used its reasonable endeavours to obtain the relevant consent or waiver in respect of an Excluded Intellectual Property as contemplated in paragraph (b) above for a period of not less than 20 Business Days from the date such consent or waiver is first requested, the obligation for each relevant Chargor to obtain that consent or waiver shall expire.

- (d) Immediately upon receipt of the relevant waiver or consent, the relevant formerly Excluded Intellectual Property shall stand charged to the Security Agent under clause 4.1 (*Fixed charges*). If required by the Security Agent, at any time following receipt of that waiver or consent, the relevant Chargor shall execute a valid fixed charge or legal assignment in such form as the Security Agent shall reasonably require as soon as reasonably practicable but, in any event, within 20 Business Days from the date of the relevant waiver or consent being granted.

7. CONVERSION OF FLOATING CHARGE

7.1 Conversion by notice

The Security Agent may, by written notice to a Chargor, convert the floating charge created under this Deed into a fixed charge as regards all or any of the assets of such Chargor specified in the notice if:

- (a) an Event of Default has occurred and is continuing; or
- (b) the Security Agent (acting reasonably) considers any Security Assets to be in danger of being seized or sold under any form of distress, attachment, execution or other legal process or to be otherwise in jeopardy.

7.2 Small companies

The floating charge created under this Deed by any Chargor shall not convert into a fixed charge solely by reason of a moratorium being obtained under the Insolvency Act 2000 (or anything done with a view to obtaining such a moratorium) in respect of such Chargor.

7.3 Automatic conversion

The floating charge created under this Deed shall (in addition to the circumstances in which the same will occur under general law) automatically convert into a fixed charge:

- (a) in relation to any Security Asset which is subject to a floating charge if:
 - (i) such Chargor creates (or attempts or purports to create) any Security (other than a Permitted Security) on or over the relevant Security Asset without the prior written consent of the Security Agent; or
 - (ii) any third party levies or attempts to levy any distress, execution, attachment or other legal process against any such Security Asset; and
- (b) over all Security Assets of a Chargor which are subject to a floating charge if an administrator is appointed in respect of such Chargor or the Security Agent receives notice of intention to appoint such an administrator (as contemplated by the Insolvency Act 1986).

7.4 Scottish property

Clause 7.3 (*Automatic conversion*) will not apply to any assets situated in Scotland if, and to the extent that, a Receiver would not be capable of exercising his powers in Scotland pursuant to section 72 of the Insolvency Act 1986 by reason of such automatic conversion.

7.5 Partial conversion

The giving of a notice by the Security Agent pursuant to clause 7.1 (*Conversion by notice*) in relation to any class of assets of any Chargor shall not be construed as a waiver or abandonment of the rights of the Security Agent to serve similar notices in respect of any other class of assets or of any other right of the Security Agent and/or the other Secured Parties.

8. CONTINUING SECURITY

8.1 Continuing security

The Debenture Security is continuing and will extend to the ultimate balance of the Secured Obligations regardless of any intermediate payment or discharge in whole or in part. This Deed shall remain in full force and effect as a continuing security for the duration of the Security Period.

8.2 Additional and separate security

This Deed is in addition to, without prejudice to, and shall not merge with, any other right, remedy, guarantee or Security which the Security Agent and/or any other Secured Party may at any time hold for any Secured Obligation.

8.3 Right to enforce

This Deed may be enforced against each or any Chargor without the Security Agent and/or any other Secured Party first having recourse to any other right, remedy, guarantee or Security held by or available to it or any of them.

9. LIABILITY OF CHARGORS RELATING TO SECURITY ASSETS

Notwithstanding anything contained in this Deed or implied to the contrary, each Chargor remains liable to observe and perform all conditions and obligations assumed by it in relation to the Security Assets. The Security Agent is under no obligation to perform or fulfil any such condition or obligation or to make any payment in respect of any such condition or obligation.

10. REPRESENTATIONS

10.1 General

Each Original Chargor makes the representations and warranties set out in this clause 10 to the Security Agent and to each other Secured Party on the date of this Deed.

10.2 Ownership of Security Assets

Each Original Chargor is the sole legal and beneficial owner of all of the Security Assets identified against its name in schedule 2 (*Details of Security Assets*), except in respect of those Charged Securities (if any) which are stated to be held by a nominee for an Original Chargor, in which case such Original Chargor is the beneficial owner only of such Charged Securities.

10.3 Charged Securities

The Charged Securities listed in part 2 (*Charged Securities*) of schedule 2 (*Details of Security Assets*) are fully paid and constitute the entire share capital owned by each Original Chargor in the relevant company and constitute the entire issued share capital of each such company.

(other than in respect of the shareholdings in Carlisle Staffing plc, BMS Limited and Carlisle Group Limited, shares in which are also held by Carlisle Nominees Limited on behalf of the relevant Original Chargor).

10.4 Material Property

Part 1 (*Real Property*) of schedule 2 (*Details of Security Assets*) identifies all Material Property which is beneficially owned by each Original Chargor at the date of this Deed.

11. UNDERTAKINGS BY THE CHARGORS

11.1 Negative pledge and Disposals

No Chargor shall do or agree to do any of the following without the prior written consent of the Security Agent:

- (a) create or permit to subsist any Security or Quasi-Security on any Security Asset other than as created by this Deed or a Permitted Security; or
- (b) sell, transfer, lease, lend or otherwise dispose of (whether by a single transaction or a number of transactions and whether related or not and whether voluntarily or involuntarily) the whole or any part of its interest in any Security Asset,

except as otherwise expressly permitted under the Senior Facility Agreement.

11.2 Deposit of documents and notices relating to Real Property

Save to the extent already held by the Security Agent pursuant to the Existing Debenture, each Chargor shall, if requested by the Security Agent in writing, deposit with the Security Agent:

- (a) all deeds and documents of title relating to the Material Property; and
- (b) all local land charges, land charges and the Land Registry search certificates and similar documents received by or on behalf of a Chargor in relation to the Material Property,

which the Security Agent may hold throughout the Security Period.

11.3 Real Property undertakings - acquisitions and notices to the Land Registry

- (a) Each Chargor shall notify the Security Agent promptly upon the acquisition of any estate or interest in any Material Property (other than any Excluded Property).
- (b) Each Chargor shall, in respect of any Material Property owned by it at the date of this Deed or acquired by it after the date of this Deed (in each case, other than any Excluded Property), the title to which is registered at the Land Registry or the title to which is required to be so registered:
 - (i) give the Land Registry written notice of this Deed; and
 - (ii) procure that notice of this Deed is clearly noted in the Register to each such title.

11.4 Insurance

- (a) If at any time after a Declared Default any Chargor defaults in effecting or keeping up the insurances required under the Senior Facility Agreement the Security Agent may (without prejudice to its rights under clause 12 (*Power to remedy*)) take out or renew such policies of insurance in any sum which the Security Agent may reasonably think expedient. All monies which are expended by the Security Agent in doing so shall be deemed to be properly paid by the Security Agent and shall be reimbursed by such Chargor on demand.
- (b) In relation to the proceeds of Insurances, after the occurrence of a Declared Default the Security Agent shall have the sole right to settle or sue for any such claim and to give any discharge for insurance monies, and all claims and monies received or receivable under any Insurances shall (subject to the rights or claims of any lessor or landlord or tenant of any part of the Security Assets) be applied in accordance with the Intercreditor Agreement.

11.5 Dealings with and realisation of Receivables and Collection Accounts

- (a) Each Chargor shall:
 - (i) without prejudice to clause 11.1 (*Negative pledge and Disposals*) (but in addition to the restrictions in that clause), not, without the prior written consent of the Security Agent, sell, assign, charge, factor or discount or in any other manner deal with any Receivable save to the extent permitted by the Senior Facility Agreement;
 - (ii) following the occurrence of a Declared Default collect all Receivables promptly in the ordinary course of trading as agent for the Security Agent; and
 - (iii) immediately upon receipt pay all monies which it receives in respect of the Receivables into:
 - (A) any account held with an Account Bank over which the Chargors have granted Security to the Security Agent pursuant to the terms of this Deed; or
 - (B) following the occurrence of a Declared Default, such specially designated account(s) with the Security Agent or another Account Bank as the Security Agent may from time to time direct,(each such account(s) together with all additions to or renewals or replacements thereof (in whatever currency) being a "**Collection Account**"; and
 - (iv) following the occurrence of a Declared Default pending such payment, hold all monies so received upon trust for the Security Agent.
- (b) Following the occurrence of a Declared Default each Chargor shall deal with the Receivables (both collected and uncollected) and the Collection Accounts in accordance with any directions given in writing from time to time by the Security Agent and, in default of and subject to such directions, in accordance with this Deed.

11.6 Operation of Collection Accounts

- (a) After the occurrence of a Declared Default, no Chargor shall withdraw, attempt or be entitled to withdraw (or direct any transfer of) all or any part of the monies in any Collection Account without the prior written consent of the Security Agent and the Security Agent shall be entitled (in its absolute discretion) to refuse to permit any such withdrawal or transfer.
- (b) If the right of a Chargor to withdraw the proceeds of any Receivables standing to the credit of a Collection Account results in the charge over that Collection Account being characterised as a floating charge, that will not affect the nature of any other fixed security created by any Chargor under this Deed on all its outstanding Receivables.

11.7 Charged Investments - protection of security

- (a) Save to the extent already held by the Security Agent pursuant to the Existing Debenture, each Chargor shall, immediately upon execution of this Deed or an Accession Deed (as applicable) or (if later) as soon as is practicable after its acquisition of any Charged Securities, by way of security for the Secured Obligations:
 - (i) deposit with the Security Agent (or as the Security Agent may direct) all certificates and other documents of title or evidence of ownership to the Charged Securities and their Related Rights; and
 - (ii) execute and deliver to the Security Agent:
 - (A) instruments of transfer in respect of the Charged Securities (executed in blank and left undated); and/or
 - (B) such other documents as the Security Agent shall require to enable it (or its nominees) to be registered as the owner of or otherwise to acquire a legal title to the Charged Securities and their Related Rights (or to pass legal title to any purchaser).
- (b) Save to the extent already held by the Security Agent pursuant to the Existing Debenture, in respect of any Charged Investment held by or on behalf of any nominee of any clearance or settlement system, each Chargor shall promptly following execution of this Deed or an Accession Deed or (if later) promptly following acquisition of an interest in such Charged Investment deliver to the Security Agent duly executed stock notes or other document in the name of the Security Agent (or as it may direct) issued by such nominee and representing or evidencing any benefit or entitlement to such Charged Investment.
- (c) Each Chargor shall following the occurrence of a Declared Default:
 - (i) promptly give notice to any custodian of any agreement with such Chargor in respect of any Charged Investment in the form required by the Security Agent; and
 - (ii) use its reasonable endeavours to ensure that the custodian acknowledges that notice in the form required by the Security Agent.
- (d) Each Chargor shall promptly following the occurrence of a Declared Default:

- (i) instruct any clearance system to transfer any Charged Investment held by it for such Chargor or its nominee to an account of the Security Agent or its nominee with such clearance system; and
- (ii) take whatever action the Security Agent may request for the dematerialisation or rematerialisation of any Charged Investment held in a clearance system.

Without prejudice to the rest of this clause 11.7, the Security Agent may following the occurrence of a Declared Default, at the expense of the relevant Chargor, take whatever action is required for the dematerialisation or rematerialisation of the Charged Investments.

- (e) Each Chargor shall promptly pay all calls or other payments which may become due in respect of its Charged Investments.
- (f) Each Chargor:
 - (i) shall ensure that, if at any time during the Security Period it has nominated another person to exercise any of its rights in relation to its Charged Investments including, but not limited to, those rights set out in section 145(3) of the Companies Act 2006, such nominated person shall take no action, or refrain from acting, in any manner which would impair or otherwise render the Security over the Charged Investments ineffective, or would render the enforcement of the Security over such Charged Investments more onerous than if the nominated person had not been nominated;
 - (ii) agrees that it shall require that the nomination of the nominated person be automatically revocable if a Declared Default occurs.
- (g) Without limiting its obligations under clause 11.7(c), each Chargor shall comply with all requests for information within its knowledge relating to the Charged Investments which are made under section 793 of the Companies Act 2006 or which could be made under section 793 if the relevant company were a public limited company or under any similar provision contained in the articles of association or other constitutional documents of the relevant company or otherwise relating to the Charged Investments and, if it fails to do so within five Business Days of the Security Agent requesting it to comply with such a request, the Security Agent may provide such information as it may have on behalf of such Chargor.

11.8 Rights of the Parties in respect of Charged Investments

- (a) Unless a Declared Default has occurred, each Chargor shall be entitled to:
 - (i) receive and retain all dividends, distributions and other monies paid on or derived from its Charged Securities; and
 - (ii) exercise all voting and other rights and powers attaching to its Charged Securities, provided that it must not do so in a manner which:
 - (A) has the effect of changing the terms of such Charged Securities (or any class of them) or of any Related Rights unless permitted or not prohibited by the Senior Finance Documents; or
 - (B) is prejudicial to the interests of the Security Agent and/or the other Secured Parties.

- (b) At any time following the occurrence of a Declared Default, the Security Agent may complete the instrument(s) of transfer for all or any Charged Securities on behalf of any Chargor in favour of itself or such other person as it may select.
- (c) At any time when any Charged Securities are registered in the name of the Security Agent or its nominee, the Security Agent shall be under no duty to:
 - (i) ensure that any dividends, distributions or other monies payable in respect of such Charged Securities are duly and promptly paid or received by it or its nominee;
 - (ii) verify that the correct amounts are paid or received; or
 - (iii) take any action in connection with the taking up of any (or any offer of any) Related Rights in respect of or in substitution for, any such Charged Securities.
- (d) Unless a Declared Default has occurred, the Security Agent shall take all action reasonably requested by a Chargor (at the expense of that Chargor) in order to administer or reflect any action taken by it in accordance with this clause 11.8, including the exchange of any relevant share certificates, instruments of transfer or other documents of title or evidence of ownership delivered to the Security Agent pursuant to this Deed.

12. POWER TO REMEDY

12.1 Power to remedy

If at any time a Chargor does not comply with any of its obligations under this Deed, the Security Agent (without prejudice to any other rights arising as a consequence of such non-compliance) shall be entitled (but not bound) to rectify that default. The relevant Chargor irrevocably authorises the Security Agent and its employees and agents by way of security to do all such things (including entering the property of such Chargor) which are necessary or desirable to rectify that default.

12.2 Mortgagee in possession

The exercise of the powers of the Security Agent under this clause 12 shall not render it, or any other Secured Party, liable as a mortgagee in possession.

12.3 Monies expended

The relevant Chargor shall pay to the Security Agent on demand any monies which are expended by the Security Agent in exercising its powers under this clause 12, together with interest at the Default Rate from the date on which those monies were expended by the Security Agent (both before and after judgment) and otherwise in accordance with clause 2.2 (*Default interest*).

13. WHEN SECURITY BECOMES ENFORCEABLE

13.1 When enforceable

This Debenture Security shall become immediately enforceable upon the occurrence of a Declared Default.

13.2 Statutory powers

The power of sale and other powers conferred by section 101 of the Act (as amended or extended by this Deed) shall be immediately exercisable upon and at any time after the occurrence of any Declared Default.

13.3 Enforcement

After this Debenture Security has become enforceable, the Security Agent may in its absolute discretion enforce all or any part of the Debenture Security in such manner as it sees fit.

14. ENFORCEMENT OF SECURITY

14.1 General

For the purposes of all rights and powers implied by statute, the Secured Obligations are deemed to have become due and payable on the date of this Deed. Sections 93 and 103 of the Act shall not apply to the Debenture Security.

14.2 Powers of leasing

The statutory powers of leasing conferred on the Security Agent are extended so as to authorise the Security Agent to lease, make agreements for leases, accept surrenders of leases and grant options as the Security Agent may think fit and without the need to comply with section 99 or 100 of the Act.

14.3 Powers of Security Agent

- (a) At any time after the Debenture Security becomes enforceable (or if so requested by any Chargor by written notice at any time), the Security Agent may without further notice (unless required by law):
 - (i) appoint any person (or persons) to be a receiver, receiver and manager or administrative receiver of all or any part of the Security Assets and/or of the income of the Security Assets; and/or
 - (ii) appoint or apply for the appointment of any person who is appropriately qualified as administrator of a Chargor; and/or
 - (iii) exercise all or any of the powers conferred on mortgagees by the Act (as amended or extended by this Deed) and/or all or any of the powers which are conferred by this Deed on a Receiver, in each case without first appointing a Receiver or notwithstanding the appointment of any Receiver; and/or
 - (iv) exercise (in the name of any Chargor and without any further consent or authority of such Chargor) any voting rights and any powers or rights which may be exercised by any person(s) in whose name any Charged Investment is registered or who is the holder of any of them.
- (b) The Security Agent is not entitled to appoint a Receiver in respect of any Security Assets of any Chargor which are subject to a charge which (as created) was a floating charge solely by reason of a moratorium being obtained under the Insolvency Act 2000 (or anything done with a view to obtaining such a moratorium) in respect of such Chargor.

14.4 Redemption of prior mortgages

At any time after the Debenture Security has become enforceable, the Security Agent may:

- (a) redeem any prior Security against any Security Asset; and/or
- (b) procure the transfer of that Security to itself; and/or
- (c) settle and pass the accounts of the holder of any prior Security and any accounts so settled and passed shall be conclusive and binding on each Chargor.

All principal, interest, costs, charges and expenses of and incidental to any such redemption and/or transfer shall be paid by the relevant Chargor to the Security Agent on demand.

14.5 Privileges

- (a) Each Receiver and the Security Agent is entitled to all the rights, powers, privileges and immunities conferred by the Act on mortgagees and receivers when such receivers have been duly appointed under the Act, except that section 103 of the Act does not apply.
- (b) To the extent that the Security Assets constitute "*financial collateral*" and this Deed and the obligations of the Chargors under this Deed constitute a "*security financial collateral arrangement*" (in each case for the purpose of and as defined in the Financial Collateral Arrangements (No. 2) Regulations 2003 (SI 2003 No. 3226)) each Receiver and the Security Agent shall have the right after the Debenture Security has become enforceable to appropriate all or any part of that financial collateral in or towards the satisfaction of the Secured Obligations.
- (c) For the purpose of clause 14.5(b), the value of the financial collateral appropriated shall be such amount as the Receiver or Security Agent reasonably determines having taken into account advice obtained by it from an independent investment or accountancy firm of national standing selected by it.

14.6 No liability

- (a) Neither the Security Agent, any other Secured Party nor any Receiver or Delegate shall be liable (A) in respect of all or any part of the Security Assets or (B) for any loss or damage which arises out of the exercise or the attempted or purported exercise of, or the failure to exercise any of, its or his respective powers (unless such loss or damage is caused by its or his gross negligence or wilful misconduct).
- (b) Without prejudice to the generality of clause 14.6(a), neither the Security Agent, any other Secured Party nor any Receiver or Delegate shall be liable, by reason of entering into possession of a Security Asset, to account as mortgagee in possession or for any loss on realisation or for any default or omission for which a mortgagee in possession might be liable.

14.7 Protection of third parties

No person (including a purchaser) dealing with the Security Agent or any Receiver or Delegate will be concerned to enquire:

- (a) whether the Secured Obligations have become payable;

- (b) whether any power which the Security Agent or the Receiver is purporting to exercise has become exercisable;
- (c) whether any money remains due under any Senior Finance Document; or
- (d) how any money paid to the Security Agent or to the Receiver is to be applied.

15. RECEIVER

15.1 Removal and replacement

The Security Agent may from time to time remove any Receiver appointed by it (subject, in the case of an administrative receivership, to section 45 of the Insolvency Act 1986) and, whenever it may deem appropriate, may appoint a new Receiver in the place of any Receiver whose appointment has terminated.

15.2 Multiple Receivers

If at any time there is more than one Receiver of all or any part of the Security Assets and/or the income of the Security Assets, each Receiver shall have power to act individually (unless otherwise stated in the appointment document).

15.3 Remuneration

Any Receiver shall be entitled to remuneration for his services at a rate to be fixed by agreement between him and the Security Agent (or, failing such agreement, to be fixed by the Security Agent).

15.4 Payment by Receiver

Only monies actually paid by a Receiver to the Security Agent in relation to the Secured Obligations shall be capable of being applied by the Security Agent in discharge of the Secured Obligations.

15.5 Agent of Chargors

Any Receiver shall be the agent of the Chargor in respect of which it is appointed. Such Chargor shall (subject to the Companies Act 2006 and the Insolvency Act 1986) be solely responsible for his acts and defaults and for the payment of his remuneration. No Secured Party shall incur any liability (either to such Chargor or to any other person) by reason of the appointment of a Receiver or for any other reason.

16. POWERS OF RECEIVER

16.1 General powers

Any Receiver shall have:

- (a) all the powers which are conferred on the Security Agent by clause 14.3 (*Powers of Security Agent*);
- (b) all the powers which are conferred by the Act on mortgagees in possession and receivers appointed under the Act;
- (c) (whether or not he is an administrative receiver) all the powers which are listed in schedule 1 of the Insolvency Act 1986; and

- (d) all powers which are conferred by any other law conferring power on receivers.

16.2 Additional powers

In addition to the powers referred to in clause 16.1 (*General powers*), a Receiver shall have the following powers:

- (a) to take possession of, collect and get in all or any part of the Security Assets and/or income in respect of which he was appointed;
- (b) to manage the Security Assets and the business of any Chargor as he thinks fit;
- (c) to redeem any Security and to borrow or raise any money and secure the payment of any money in priority to the Secured Obligations for the purpose of the exercise of his powers and/or defraying any costs or liabilities incurred by him in such exercise;
- (d) to sell or concur in selling, leasing or otherwise disposing of all or any part of the Security Assets in respect of which he was appointed without the need to observe the restrictions imposed by section 103 of the Act, and, without limitation;
 - (i) fixtures may be severed and sold separately from the Real Property containing them, without the consent of any Chargor;
 - (ii) the consideration for any such transaction may consist of cash, debentures or other obligations, shares, stock or other valuable consideration (and the amount of such consideration may be dependent upon profit or turnover or be determined by a third party); and
 - (iii) any such consideration may be payable in a lump sum or by instalments spread over such period as he thinks fit;
- (e) to alter, improve, develop, complete, construct, modify, refurbish or repair any building or land and to complete or undertake or concur in the completion or undertaking (with or without modification) of any project in which any Chargor was concerned or interested before his appointment (being a project for the alteration, improvement, development, completion, construction, modification, refurbishment or repair of any building or land);
- (f) to carry out any sale, lease or other disposal of all or any part of the Security Assets by conveying, transferring, assigning or leasing the same in the name of the relevant Chargor and, for that purpose, to enter into covenants and other contractual obligations in the name of, and so as to bind, such Chargor;
- (g) to take any such proceedings (in the name of any of the relevant Chargors or otherwise) as he shall think fit in respect of the Security Assets and/or income in respect of which he was appointed (including proceedings for recovery of rent or other monies in arrears at the date of his appointment);
- (h) to enter into or make any such agreement, arrangement or compromise as he shall think fit;
- (i) to insure, and to renew any insurances in respect of, the Security Assets as he shall think fit (or as the Security Agent shall direct);

- (j) to appoint and employ such managers, officers and workmen and engage such professional advisers as he shall think fit (including, without prejudice to the generality of the foregoing power, to employ his partners and firm);
- (k) to form one or more Subsidiaries of any Chargor and to transfer to any such Subsidiary all or any part of the Security Assets;
- (l) to operate any rent review clause in respect of any Real Property in respect of which he was appointed (or any part thereof) and to apply for any new or extended lease;
- (m) to:
 - (i) give valid receipts for all monies and to do all such other things as may seem to him to be incidental or conducive to any other power vested in him or necessary or desirable for the realisation of any Security Asset;
 - (ii) exercise in relation to each Security Asset all such powers and rights as he would be capable of exercising if he were the absolute beneficial owner of the Security Assets; and
 - (iii) use the name of any Chargor for any of the above purposes; and
- (n) to do all such other acts and things as he may in his discretion consider to be incidental or conducive to any of the matters or powers set out in this Deed or otherwise incidental or conducive to the preservation, improvement or realisation of the Security Assets.

17. APPLICATION OF PROCEEDS AND INTERCREDITOR AGREEMENT

17.1 Application

All monies received by the Security Agent or any Receiver after the Debenture Security has become enforceable shall (subject to the rights and claims of any person having a security ranking in priority to the Debenture Security) be applied in accordance with and subject to the terms of the Intercreditor Agreement.

17.2 Contingencies

If the Debenture Security is enforced at a time when no amounts are due under the Senior Finance Documents (but at a time when amounts may become so due), the Security Agent or a Receiver may pay the proceeds of any recoveries effected by it into a blocked suspense account (bearing interest at such rate (if any) as the Security Agent usually grants for accounts of that size and nature.

17.3 Appropriation, Intercreditor Agreement and suspense account

- (a) Subject to the Intercreditor Agreement and clause 17.1 (*Application*), the Security Agent shall apply all payments received in respect of the Secured Obligations in reduction of any part of the Secured Obligations in any order or manner which it may determine.
- (b) Any such appropriation shall override any appropriation by any Chargor.
- (c) All monies received, recovered or realised by the Security Agent under or in connection with this Deed may at the discretion of the Security Agent be credited to a

separate interest-bearing suspense account for so long as the Security Agent determines (with interest accruing thereon at such rate (if any) as the Security Agent usually grants for accounts of that size and nature) without the Security Agent having any obligation to apply such monies and interest or any part of it in or towards the discharge of any of the Secured Obligations unless such monies would be sufficient to discharge all Secured Obligations in full.

18. SET-OFF

18.1 Set-off rights

- (a) The Security Agent and each other Secured Party may (but shall not be obliged to) set off any obligation which is due and payable by any Chargor and unpaid (whether under the Senior Finance Documents or which has been assigned to the Security Agent or such other Secured Party by any other Chargor) against any obligation (whether or not matured) owed by the Security Agent or such other Secured Party to such Chargor, regardless of the place of payment, booking branch or currency of either obligation.
- (b) At any time after the Debenture Security has become enforceable (and in addition to its rights under clause 18.1(a)), the Security Agent and each other Secured Party may (but shall not be obliged to) set-off any contingent liability owed by a Chargor under any Senior Finance Document against any obligation (whether or not matured) owed by the Security Agent or such other Secured Party to such Chargor, regardless of the place of payment, booking branch or currency of either obligation.
- (c) If the obligations are in different currencies, the Security Agent or such other Secured Party may convert either obligation at a market rate of exchange in its usual course of business for the purpose of the set-off.
- (d) If either obligation is unliquidated or unascertained, the Security Agent or such other Secured Party may set off in an amount estimated by it in good faith to be the amount of that obligation.

18.2 Time deposits

Without prejudice to clause 18.1 (*Set-off rights*), if any time deposit matures on any account which any Chargor has with the Security Agent or any other Secured Party at a time within the Security Period when:

- (a) this Debenture Security has become enforceable; and
- (b) no Secured Obligation is due and payable,

such time deposit shall automatically be renewed for such further maturity as the Security Agent or such other Secured Party in its absolute discretion considers appropriate unless the Security Agent or such other Secured Party otherwise agrees in writing.

19. DELEGATION

Each of the Security Agent and any Receiver may delegate, by power of attorney (or in any other manner) to any person, any right, power or discretion exercisable by them under this Deed upon any terms (including power to sub-delegate) which it may think fit. Neither the Security Agent nor any Receiver shall be in any way liable or responsible to any Chargor for

any loss or liability arising from any act, default, omission or misconduct on the part of any Delegate.

20. FURTHER ASSURANCES

20.1 Further action

Subject to the Agreed Security Principles each Chargor shall (and the Company shall procure that each Chargor shall) promptly do all such acts and execute all such documents (including assignments, transfers, mortgages, charges, notices and instructions) as the Security Agent or a Receiver may reasonably specify (and in such form as the Security Agent or a Receiver may reasonably require) in favour of the Security Agent, a Receiver or its nominees in order to:

- (a) perfect the Security created or intended to be created under or evidenced by this Deed or for the exercise of any rights, powers and remedies exercisable by the Security Agent, any other Secured Party or any Receiver or any Delegate in respect of any Security Asset or provided by or pursuant to this Deed or by law; and/or
- (b) confer on the Security Agent, any Receiver or the Secured Parties Security over any property and assets of that Chargor located in any jurisdiction equivalent or similar to the Security intended to be conferred by or pursuant to this Deed; and/or
- (c) facilitate the realisation of the assets which are, or are intended to be, the subject of the Debenture Security.

20.2 Senior Finance Documents

Each Chargor shall (and the Company shall procure that each member of the Group shall) take all such action as is available to it (including making all filings and registrations) as may be necessary for the purpose of the creation, perfection, protection or maintenance of any Security conferred or intended to be conferred on the Security Agent or the Secured Parties by or pursuant to this Deed.

21. POWER OF ATTORNEY

- (a) Each Chargor, by way of security, irrevocably and severally appoints the Security Agent, each Receiver and any Delegate to be its attorney to take any action:
 - (i) if a Declared Default has occurred, which such Chargor is obliged to take under this Deed, including under clause 20 (*Further assurances*); or
 - (ii) if a Declared Default has not occurred, which such Chargor has failed to take within five Business Days of being notified or becoming aware of that failure and being requested to comply,

and, in each case, the Security Agent may delegate that power on such terms as it sees fit.

- (b) Each Chargor ratifies and confirms whatever any attorney does or purports to do pursuant to its appointment under this clause.

22. CURRENCY CONVERSION

All monies received or held by the Security Agent or any Receiver under this Deed may be converted from their existing currency into such other currency as the Security Agent or the

Receiver considers necessary or desirable to cover the obligations and liabilities comprised in the Secured Obligations in that other currency at the Agent's Spot Rate of Exchange. Neither the Security Agent nor any Receiver shall have any liability to any Chargor in respect of any loss resulting from any fluctuation in exchange rates after any such conversion.

23. CHANGES TO THE PARTIES

23.1 Chargors

No Chargor may assign any of its rights or obligations under this Deed.

23.2 Security Agent

The Security Agent may assign or transfer all or any part of its rights under this Deed pursuant to the resignation or removal of the Security Agent in accordance with the Intercreditor Agreement. Each Chargor shall, immediately upon being requested to do so by the Security Agent, enter into such documents as may be necessary or desirable to effect such assignment or transfer.

23.3 Accession Deed

Each Chargor:

- (a) consents to new Subsidiaries of the Company becoming Chargors as contemplated by the Senior Finance Documents; and
- (b) irrevocably authorises the Company to agree to and sign any duly completed Accession Deed as agent and attorney for and on behalf of such Chargor.

24. MISCELLANEOUS

24.1 New accounts

- (a) If the Security Agent or any other Secured Party receives, or is deemed to be affected by, notice, whether actual or constructive, of any subsequent Security (other than a Permitted Security) affecting any Security Asset and/or the proceeds of sale of any Security Asset or any guarantee under the Senior Finance Documents ceases to continue in force, it may open a new account or accounts for any Chargor. If it does not open a new account, it shall nevertheless be treated as if it had done so at the time when it received or was deemed to have received such notice.
- (b) As from that time all payments made to the Security Agent or such other Secured Party will be credited or be treated as having been credited to the new account and will not operate to reduce any amount of the Secured Obligations.

24.2 Tacking

- (a) Each Senior Finance Party shall perform its obligations under the Senior Facility Agreement (including any obligation to make available further advances).
- (b) This Deed secures advances already made and further advances to be made.

24.3 Land Registry

- (a) Save in respect of any Excluded Property, each Chargor shall apply to the Chief Land Registrar (and consents to such an application being made by or on behalf of the

Security Agent) for a restriction in the following terms to be entered on the Register of Title relating to any property registered at the Land Registry (or any unregistered land subject to first registration) and against which this Deed may be noted:

"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 charge dated [◆] J 2019 in favour of Barclays Bank PLC referred to in the charges register or their conveyancer."

(b) Each Chargor:

- (i) authorises the Security Agent to make any application which the Security Agent deems appropriate for the designation of this Deed, the Senior Facility Agreement or any other Senior Finance Document as an exempt information document under rule 136 of the Land Registration Rules 2003;
 - (ii) shall use its best endeavours to assist with any such application made by or on behalf of the Security Agent; and
 - (iii) shall notify the Security Agent in writing as soon as it receives notice of any person's application under rule 137 of the Land Registration Rules 2003 for the disclosure of this Deed, the Senior Facility Agreement or any other Senior Finance Document following its designation as an exempt information document.
- (c) No Chargor shall make any application under rule 138 of the Land Registration Rules 2003 for the removal of the designation of any such document as an exempt information document.
- (d) Each Chargor shall promptly make all applications to and filings with the Land Registry which are necessary or desirable under the Land Registration Rules 2003 to protect the Debenture Security.

24.4 Protective clauses

- (a) Each Chargor is deemed to be a principal debtor in relation to this Deed. The obligations of each Chargor under, and the security intended to be created by, this Deed shall not be impaired by any forbearance, neglect, indulgence, extension or time, release, surrender or loss of securities, dealing, amendment or arrangement by any Secured Party which would otherwise have reduced, released or prejudiced this Debenture Security or any surety liability of a Chargor (whether or not known to it or to any Secured Party).
- (b) Clauses 21.4 (*Waiver of Defences*), 21.5 (*Guarantor Intent*), 21.6 (*Immediate Recourse*), 21.7 (*Appropriation*) and 21.8 (*Deferral of Guarantors Rights*) of the Senior Facility Agreement apply in relation to this Deed as if references to the obligations referred to in such clauses respectively were references to the obligations of each Chargor under this Deed.

25. NOTICES

25.1 Senior Facility Agreement

Subject to clause 25.2 (*Notices through Company*):

- (a) clause 35 (*Notices*) of the Senior Facility Agreement (other than clauses 35.3(c), 35.6 (*Electronic communication*) and 35.7 (*Use of websites*)) is incorporated into this Deed as if fully set out in this Deed; and
- (b) the address and fax numbers of each Party for all communications or documents given under or in connection with this Deed are those identified with its name in the execution pages to this Deed or subsequently notified from time to time by the relevant Party for the purposes of the Senior Facility Agreement or this Deed.

25.2 Notices through Company

- (a) All communications and documents from the Chargors shall be sent through the Company and all communications and documents to the Chargors may be sent through the Company.
- (b) Any communication or document made or delivered to the Company in accordance with this clause 25 will be deemed to have been made or delivered to each of the Chargors.

26. CALCULATIONS AND CERTIFICATES

Any certificate of or determination by a Secured Party, the Security Agent or the Agent specifying the amount of any Secured Obligation due from the Chargors (including details of any relevant calculation thereof) is, in the absence of manifest error, conclusive evidence against the Chargors of the matters to which it relates.

27. PARTIAL INVALIDITY

All the provisions of this Deed are severable and distinct from one another and if at any time any provision is or becomes illegal, invalid or unenforceable in any respect under any law of any jurisdiction, neither the legality, validity or enforceability of any of the remaining provisions nor the legality, validity or enforceability of such provision under the law of any other jurisdiction will in any way be affected or impaired.

28. REMEDIES AND WAIVERS

No failure to exercise, nor any delay in exercising, on the part of the Security Agent (or any other Secured Party), any right or remedy under this Deed shall operate as a waiver, nor shall any single or partial exercise of any right or remedy prevent any further or other exercise, or the exercise of any other right or remedy. The rights and remedies provided are cumulative and not exclusive of any rights or remedies provided by law.

29. AMENDMENTS AND WAIVERS

Any provision of this Deed may be amended only if the Security Agent and the Chargors or the Company on their behalf so agree in writing and any breach of this Deed may be waived before or after it occurs only if the Security Agent so agrees in writing. A waiver given or consent granted by the Security Agent under this Deed will be effective only if given in writing and then only in the instance and for the purpose for which it is given.

30. COUNTERPARTS

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

31. RELEASE

31.1 Release

Upon the expiry of the Security Period (but not otherwise) the Security Agent shall, at the request and cost of the Chargors, take whatever action is necessary to release or re-assign (without recourse or warranty) the Security Assets from the Debenture Security.

31.2 Reinstatement

Where any discharge (whether in respect of the obligations of any Chargor or any security for those obligations or otherwise) is made in whole or in part or any arrangement is made on the faith of any payment, security or other disposition which is avoided or must be restored on insolvency, liquidation or otherwise (without limitation), the liability of the Chargors under this Deed shall continue as if the discharge or arrangement had not occurred. The Security Agent may concede or compromise any claim that any payment, security or other disposition is liable to avoidance or restoration.

32. GOVERNING LAW

This Deed and any non-contractual obligations arising out of or in connection with it shall be governed by English law.

33. ENFORCEMENT

33.1 Jurisdiction of English courts

- (a) The courts of England have exclusive jurisdiction to settle any dispute arising out of or in connection with this Deed (including a dispute relating to the existence, validity or termination of this Deed or any non-contractual obligation arising out of or in connection with this Deed) (a "**Dispute**").
- (b) 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.
- (c) This clause 33.1 is for the benefit of the Finance Parties and Secured Parties only. As a result, no Finance Party or Secured Party shall be prevented from taking proceedings relating to a Dispute in any other courts with jurisdiction. To the extent allowed by law, the Finance Parties and Secured Parties may take concurrent proceedings in any number of jurisdictions.

IN WITNESS of which this Deed has been duly executed by each Original Chargor as a deed and duly executed by the Security Agent and has been delivered on the first date specified on page 1 of this Deed by each Original Chargor.

SCHEDULE 1: THE ORIGINAL CHARGORS

| Name of Original Guarantor | Registration number (or equivalent, if any) Original Jurisdiction |
|---|--|
| Blue Arrow Ltd. | 00641659, England and Wales |
| Blue Arrow Holdings Limited | 02586484, England and Wales |
| BMS Limited | 03654321, England and Wales |
| Career Teachers Limited | 05749194, England and Wales |
| Carlisle Group Limited | 00511804, England and Wales |
| Carlisle Nominees Limited | 03368331, England and Wales |
| Carlisle Staffing Plc | 02873036, England and Wales |
| Carlisle Staffing Services Limited | 02849488, England and Wales |
| Carlisle Staffing Services Holdings Limited | 04167777, England and Wales |
| Comensura Limited | 04085767, England and Wales |
| Impellam Group plc | 06511961, England and Wales |
| Medacs Global Group Limited (formerly Impellam Healthcare Holdings Ltd) | 07880625, England and Wales |
| Impellam Holdings Limited (formerly The Corporate Services Group Limited) | 00490212, England and Wales |
| Impellam UK Limited | 06894542, England and Wales |
| Lorien Resourcing Limited | 01333388, England and Wales |
| Lorien Limited | 07019141, England and Wales |
| Medacs Healthcare Plc | 02518546, England and Wales |
| PRN Recruitment Ltd. | 02099264, England and Wales |
| Carbon60 Limited | 02209742, England and Wales |
| Science Recruitment Group Ltd | 02681320, England and Wales |

SCHEDULE 2: DETAILS OF SECURITY ASSETS

Part 1: Real Property

| Registered land | | | |
|--------------------------------|--|---------------------------------------|--------------|
| Chargor | Address | Administrative area | Title number |
| Blue Arrow Ltd. | Quill Mill, Lower Cherwell St, Banbury, Oxfordshire OX16 5AZ | Oxfordshire: Cherwell | ON8020 |
| Unregistered land | | | |
| Chargor | Address | Document describing the Real Property | |
| | | Date | Document |
| None at the date of this Deed. | | | |

Part 2: Charged Securities

| Chargor | Name of company in which shares are held | Class of shares held | Number of shares held | Issued share capital |
|-----------------------------|---|----------------------|-----------------------|----------------------|
| Blue Arrow Ltd. | Blue Arrow Financial Services Ltd | Ordinary £1 | 1 | £1.00 |
| Blue Arrow Holdings Limited | Blue Arrow Ltd. | Ordinary £1 | 26,500,000 | £26,500,000.00 |
| | Austin Benn Consultants Ltd | Ordinary £1 | 700,002 | £700,002.00 |
| BMS Limited | Carlisle Staffing Services Holdings Limited (Dormant) | Ordinary £1 | 1 | £1.00 |
| | Carlisle Cleaning Services Holdings Ltd | Ordinary £1 | 4,000,000 | £4,000,000.00 |
| Carlisle Group Limited | BMS Limited | Ordinary £1 | 4 | £4.00 |
| | Carlisle Events Services Limited | Ordinary £1 | 1 | £1.00 |

| Chargor | Name of company in which shares are held | Class of shares held | Number of shares held | Issued share capital |
|---|---|----------------------|-----------------------|----------------------|
| | Chadwick Nott (Holdings) Limited | Ordinary Class C £1 | 21 | £13,650.00 |
| | | Ordinary Class B £1 | 13,629 | |
| Carlisle Staffing Services Limited | Carlisle Staffing Plc | Ordinary £1 | 2,000,000 | £2,000,000.00 |
| | Celsian Group Limited | Ordinary £1 | 1 | £1.00 |
| Carlisle Staffing Services Holdings Limited | Carlisle Staffing Services Limited | Ordinary £1 | 6,000,000 | £6,000,000.00 |
| Impellam Group plc | Medacs Global Group Limited (formerly Impellam Healthcare Holdings Ltd) | Ordinary £1 | 4,544,487 | £4,544,487.00 |
| | Impellam UK Limited | Ordinary £1 | 102,861,331 | £102,861,331.00 |
| | Impellam Holdings Limited (formerly The Corporate Services Group Limited) | Ordinary £0.01 | 5,738,478,025 | £57,384,780.25 |
| | Carlisle Support services Group Ltd | Ordinary £1 | 1,671,000 | £1,671,000.00 |
| Medacs Global Group Limited (formerly Impellam Healthcare Holdings Ltd) | Medacs Healthcare Plc | Ordinary £1 | 50,000 | £50,000.00 |
| | PRN Recruitment Ltd. | Ordinary £1 | 1250 | £1,250.00 |
| | | Deferred \$0.10 | 1250 | \$125.00 |
| | Chrysalis Community Care Group Limited | Ordinary \$1 | 30 | \$30.00 |
| | | Deferred £1 | 30 | £30.00 |
| | The Recruitment Group Ltd | Ordinary £1 | 1 | £1.00 |
| | Medacs Healthcare Australasia Group Ltd | Ordinary Class A £1 | 2500 | £52,500.00 |

| Chargor | Name of company in which shares are held | Class of shares held | Number of shares held | Issued share capital |
|---|--|-------------------------------------|-----------------------|----------------------|
| | | Ordinary Shares £1 | 50,000 | |
| | | Ordinary Class B US\$ 0.01 | 510,000 | \$5100.00 |
| | Global Group (UK) Limited | Ordinary Class A £0.01 | 12,000 | £133.07 |
| | | Ordinary Class B £0.01 | 1,307 | |
| Impellam Holdings Limited (formerly The Corporate Services Group Limited) | Blue Arrow Holdings Limited | Cumulative Redeemable Preference £1 | 26,722,000 | £26,855,434.20 |
| | | Ordinary £0.10 | 1,334,342 | |
| | Career Teachers Limited | Ordinary Class A £0.01 | 19,877 | £243.91 |
| | | Ordinary Class B £0.01 | 4,514 | |
| | Comensura Limited | Ordinary Class A £1 | 7,500,000 | £7,500,000.00 |
| | Lorien Limited | Ordinary £0.0001 | 5,851,496 | £693.55 |
| | | Ordinary £0.20 | 100,000 | |
| | | Ordinary Class A £0.0001 | 390,000 | |

| Chargor | Name of company in which shares are held | Class of shares held | Number of shares held | Issued share capital |
|---------------------|--|-------------------------------|-----------------------|----------------------|
| | | Ordinary Class B £0.0001 | 500,000 | |
| | | Ordinary Class C £0.0001 | 600,000 | |
| | | Ordinary Class D £0.000001 | 3,400,000 | |
| Impellam UK Limited | Carbon60 Limited | Ordinary £1 | 17,800,000 | £17,800,000.00 |
| | Carlisle Group Limited | Ordinary £0.1 | 563,813,929 | £56,481,392.90 |
| | | Preferred Ordinary £0.1 | 1,000,000 | |
| | Science Recruitment Group Ltd | Ordinary £1 | 100 | £100.00 |
| | Carlisle Nominees Limited | Ordinary £1 | 100 | £100.00 |
| | ABC Contract Services Limited | Ordinary £1 | 1 | £1.00 |
| Lorien Limited | Lorien Resourcing Limited | Ordinary £1 | 2,250,001 | £2,250,001.00 |

SCHEDULE 3: FORM OF NOTICE TO AND ACKNOWLEDGEMENT FROM ACCOUNT BANK

Part 1: Form of notice of charge to Account Bank

To: *[insert name and address of Account Bank]*

Dated: [◆]] 20[◆]

Dear Sirs

We hereby give notice that, by a debenture dated [◆] 2019 (the "**Debenture**") we have charged to Barclays Bank PLC (the "**Security Agent**") as security agent for certain financial institutions and others (as referred to in the Debenture) all our present and future right, title and interest in and to the following accounts in our name with you, all monies from time to time standing to the credit of those accounts and all interest from time to time accrued or accruing on those accounts, any investment made out of any such monies or account and all rights to repayment of any of the foregoing by you:

[Insert details of accounts] (together the "**Accounts**").

We hereby irrevocably instruct and authorise you:

1. to credit to each Account all interest from time to time earned on the sums of money held in that Account;
2. to disclose to the Security Agent, without any reference to or further authority from us and without any liability or inquiry by you as to the justification for such disclosure, such information relating to the Accounts and the sums in each Account as the Security Agent may, at any time and from time to time, request you to disclose to it;
3. to hold all sums from time to time standing to the credit of each Account in our name with you to the order of the Security Agent;
4. to pay or release all or any part of the sums from time to time standing to the credit of each Account in our name with you in accordance with the written instructions of the Security Agent at any time and from time to time;
5. to comply with the terms of any written notice or instructions in any way relating to the Accounts or the sums standing to the credit of any Account from time to time which you may receive at any time from the Security Agent without any reference to or further authority from us and without any liability or inquiry by you as to the justification for or validity of such notice or instructions.

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

[In relation to accounts which are current accounts held with an Ancillary Lender which is a Secured Party and are within a regulatory netting arrangement which forms part of the Ancillary Facilities - The Security Agent, by its countersignature of this notice (in order to enable you to make available net overdraft facilities on certain of the Accounts) consents to you setting off debit balances on any of the following accounts against credit balances on any of the following accounts provided that all such accounts are included in group netting arrangements operated by you for the Chargers:

[Insert details of accounts in netting arrangement]

The Security Agent may by notice to you at any time amend or withdraw this consent. If the consent referred to in this paragraph is withdrawn, you may immediately set off debit balances and credit balances on the accounts specified in this paragraph which exist immediately prior to the receipt by you of such notice of withdrawal or amendment.]

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

This notice, any acknowledgement in connection with it, and any non-contractual obligations arising out of or in connection with any of them shall be governed by English law.

Please confirm your acceptance of the above instructions by returning the attached acknowledgement to the Security Agent with a copy to ourselves.

Yours faithfully

By _____

for and on behalf of

[*relevant Chargor*]

[By _____

for and on behalf of the Security Agent]

Part 2: Form of acknowledgement from Account Bank

To: *[insert name and address of Security Agent]*

Dated: [◆]] 20[◆]

Dear Sirs

We confirm receipt of a notice dated [◆]] 20[◆] (the "Notice") from *[relevant Chargor]* (the "Company") of a charge upon the terms of a Debenture dated [◆]] 2019, over all the Company's present and future right, title and interest in and to the following accounts with us in the name of the Company together with all monies standing to the credit of those accounts and all interest from time to time accrued or accruing on those accounts, any investment made out of any such monies or account and all rights of repayment of any of the foregoing by us:

[◆]] (together the "Accounts").

We confirm that:

1. we accept the instructions and authorisation contained in the Notice and undertake to comply with its terms;
2. we have not received notice of the interest of any third party in any Account or in the sums of money held in any Account or the debts represented by those sums and we will notify you promptly should we receive notice of any third party interest;
3. we have not claimed or exercised, nor will we claim or exercise, any Security or right of set-off or combination or counterclaim or other right in respect of any Account, the sums of money held in any Account or the debts represented by those sums;
4. we will not permit any amount to be withdrawn from any Account except against the signature of one of your authorised signatories; and
5. we will not seek to modify, vary or amend the terms upon which sums are deposited in the Accounts without your prior written consent.

This letter and any non-contractual obligations arising out of or in connection with it shall be governed by English law.

Yours faithfully

By _____
for and on behalf of
[Account Bank]

**SCHEDULE 4: FORM OF NOTICE TO AND ACKNOWLEDGEMENT BY PARTY TO
RELEVANT CONTRACT**

To: *[Insert name and address of relevant party]*

Dated: [◆]] 20[◆]

Dear Sirs

**RE: [DESCRIBE RELEVANT CONTRACT] DATED [◆]] 20[◆] BETWEEN (1)
YOU AND (2) [◆]] THE "CHARGOR")**

1. We give notice that, by a debenture dated [◆]] 2019 (the "Debenture"), we have assigned to Barclays Bank PLC (the "Security Agent") as Security Agent for certain financial institutions and others (as referred to in the Debenture) all our present and future right, title and interest in and to *[insert details of Relevant Contract]* (together with any other agreement supplementing or amending the same, the "Agreement") including all rights and remedies in connection with the Agreement and all proceeds and claims arising from the Agreement.
2. We irrevocably authorise and instruct you from time to time:
 - (a) to disclose to the Security Agent at our expense (without any reference to or further authority from us and without any enquiry by you as to the justification for such disclosure), such information relating to the Agreement as the Security Agent may from time to time request;
 - (b) to hold all sums from time to time due and payable by you to us under the Agreement to the order of the Security Agent;
 - (c) to pay or release all or any part of the sums from time to time due and payable by you to us under the Agreement only in accordance with the written instructions given to you by the Security Agent from time to time;
 - (d) to comply with any written notice or instructions in any way relating to, or purporting to relate to, the Debenture or the Agreement or the debts represented thereby which you receive at any time from the Security Agent without any reference to or further authority from us and without any enquiry by you as to the justification for or validity of such notice or instruction; and
 - (e) to send copies of all notices and other information given or received under the Agreement to the Security Agent.
3. In relation to the Agreement, we do not have any right to deal with you and you should deal only with the Security Agent.
4. We are not permitted to receive from you, otherwise than through the Security Agent, any amount in respect of or on account of the sums payable to us from time to time under the Agreement.
5. This notice may only be revoked or amended with the prior written consent of the Security Agent.
6. Please confirm by completing the enclosed copy of this notice and returning it to the Security Agent (with a copy to us) that you agree to the above and that:

- (a) you accept the instructions and authorisations contained in this notice and you undertake to comply with this notice;
- (b) you have not, at the date this notice is returned to the Security Agent, received notice of the assignment or charge, the grant of any security or the existence of any other interest of any third party in or to the Agreement or any proceeds of it and you will notify the Security Agent promptly if you should do so in future; and
- (c) you will not permit any sums to be paid to us or any other person (other than the Security Agent) under or pursuant to the Agreement without the prior written consent of the Security Agent.

7. This notice, and any acknowledgement in connection with it, and any non-contractual obligations arising out of or in connection with any of them, shall be governed by English law.

Yours faithfully

for and on behalf of
[NAME OF CHARGOR]

[*On copy*]

To: [◆]
as Security Agent
[ADDRESS]

Copy to: [NAME OF CHARGOR]

We acknowledge receipt of the above notice and consent and agree to its terms. We confirm and agree to the matters set out in paragraph [6] of the above notice.

for and on behalf of
[◆]

Dated: [◆] 20[◆]

SCHEDULE 5: FORM OF NOTICE TO AND ACKNOWLEDGEMENT BY INSURERS

To: [Insert name and address of insurer]

Dated: [] 20[]

Dear Sirs

[] (THE "CHARGOR")

1. We give notice that, by a debenture dated [] 2019 (the "**Debenture**"), we have assigned to Barclays Bank PLC (the "**Security Agent**") as Security Agent for certain financial institutions and others (as referred to in the Debenture) all our present and future right, title and interest in and to the policies listed in the schedule to this notice (together with any other agreement supplementing or amending the same, the "**Policies**") including all rights and remedies in connection with the Policies and all proceeds and claims arising from the Policies.
2. We irrevocably authorise and instruct you from time to time:
 - (a) to disclose to the Security Agent at our expense (without any reference to or further authority from us and without any enquiry by you as to the justification for such disclosure) such information relating to the Policies as the Security Agent may from time to time request;
 - (b) to hold all sums from time to time due and payable by you to us under the Policies to the order of the Security Agent;
 - (c) to pay or release all or any part of the sums from time to time due and payable by you to us under the Policies only in accordance with the written instructions given to you by the Security Agent from time to time;
 - (d) to comply with any written notice or instructions in any way relating to (or purporting to relate to) the Debenture, the sums payable to us from time to time under the Policies or the debts represented by them which you may receive from the Security Agent (without any reference to or further authority from us and without any enquiry by you as to the justification for or validity of such notice or instruction); and
 - (e) to send copies of all notices and other information given or received under the Policies to the Security Agent.
3. In relation to the Policies, we do not have any right to deal with you and you should deal only with the Security Agent.
4. We are not permitted to receive from you, otherwise than through the Security Agent, any amount in respect of or on account of the sums payable to us from time to time under the Policies.
5. This notice may only be revoked or amended with the prior written consent of the Security Agent.
6. Please confirm by completing the enclosed copy of this notice and returning it to the Security Agent (with a copy to us) that you agree to the above and that:

- (a) you accept the instructions and authorisations contained in this notice and you undertake to comply with this notice;
 - (b) you have not, at the date this notice is returned to the Security Agent, received notice of the assignment or charge, the grant of any security or the existence of any other interest of any third party in or to the Policies or any proceeds of them or any breach of the terms of any Policy and you will notify the Security Agent promptly if you should do so in future; and
 - (c) you will not permit any sums to be paid to us or any other person under or pursuant to the Policies without the prior written consent of the Security Agent.
7. This notice, and any acknowledgement in connection with it, and any non-contractual obligations arising out of or in connection with any of them, shall be governed by English law.

Yours faithfully

for and on behalf of
[Name of Chargor]

SCHEDULE

THE POLICIES

[*On copy*]

To: [◆]
as Security Agent
[ADDRESS]

Copy to: [NAME OF CHARGOR]

Dear Sirs

We acknowledge receipt of the above notice and consent and agree to its terms. We confirm and agree to the matters set out in paragraph [6] in the above notice.

for and on behalf of
[◆]

Dated:[◆] 20[◆]

SCHEDULE 6: FORM OF ACCESSION DEED

THIS ACCESSION DEED is made on 20[◆]

BETWEEN

- (1) [◆] LIMITED a company incorporated in [◆] with registered number [◆] (the "Acceding Company") [EACH COMPANY LISTED IN SCHEDULE 1 (each an "Acceding Company")];
- (2) [◆] (the "Company"); and
- (3) [◆] (as Security Agent for the Secured Parties (as defined below)) (the "Security Agent").

BACKGROUND

This Accession Deed is supplemental to a debenture dated [◆] 2019 and made between (1) the Chargors named in it and (2) the Security Agent (the "Debenture").

IT IS AGREED:

8. DEFINITIONS AND INTERPRETATION

(a) Definitions

Terms defined in, or construed for the purposes of, the Debenture have the same meanings when used in this Accession Deed including the recital to this Accession Deed (unless otherwise defined in this Accession Deed).

(b) Construction

Clause 1.2 (*Interpretation*) of the Debenture applies with any necessary changes to this Accession Deed as if it were set out in full in this Accession Deed.

9. ACCESSION OF THE ACCEDING COMPANY

(a) Accession

[The/Each] Acceding Company:

- (i) unconditionally and irrevocably undertakes to and agrees with the Security Agent to observe and be bound by the Debenture; and
- (ii) creates and grants at the date of this Deed the charges, mortgages, assignments and other security which are stated to be created or granted by the Debenture,

as if it had been an original party to the Debenture as one of the Chargors.

(b) Covenant to pay

Without prejudice to the generality of clause 9(a) (*Accession*), [the/each] Acceding Company (jointly and severally with the other Chargors [and each other Acceding Company]), covenants in the terms set out in clause 2 (*Covenant to pay*) of the Debenture.

(c) **Charge and assignment**

Without prejudice to the generality of clause 9(a) (*Accession*), [the/each] Acceding Company with full title guarantee, charges and assigns (and agrees to charge and assign) to the Security Agent for the payment and discharge of the Secured Obligations, all its right, title and interest in and to the property, assets and undertaking owned by it or in which it has an interest, on the terms set out in clauses 3 (*Grant of security*), 11 (*Fixed security*) and 5 (*Floating charge*) of the Debenture including (without limiting the generality of the foregoing):

- (i) by way of first legal mortgage all the Material Property (if any) vested in or charged to the Acceding Company;
- (ii) by way of first fixed charge:
 - (A) all the Charged Securities (including, without limitation, those specified [against its name] in part 2 of schedule 2 (*Details of Security Assets owned by the [Acceding Company/Acceding Companies]*) (if any)); together with
 - (B) all Related Rights from time to time accruing to them;
- (iii) by way of first fixed charge each of its Collection Accounts and its other accounts with any bank or financial institution at any time and all monies at any time standing to the credit of such accounts;
- (iv) by way of first fixed charge all Intellectual Property;
- (v) by way of absolute assignment the Relevant Contracts, all rights and remedies in connection with the Relevant Contracts and all proceeds and claims arising from them; and
- (vi) by way of absolute assignment the Insurances, all claims under the Insurances and all proceeds of the Insurances.

(d) **Representations**

[The/Each] Acceding Company makes the representations and warranties set out in this paragraph 9(d) to the Security Agent and to each other Secured Party as at the date of this Accession Deed:

- (i) [each/the] Acceding Company is the sole legal and beneficial owner of all of the Security Assets identified [against its name] in schedule 2 (*Details of Security Assets*);
- (ii) the Charged Securities listed in [part 2 of] schedule 2 to the Accession Deed (*Details of Security Assets owned by the [Acceding Company/Acceding Companies]*) constitute the entire share capital owned by [each/the] Acceding Company in the relevant company and constitute the entire share capital of each such company; and
- (iii) [part 1 of] schedule 2 (*Details of Security Assets owned by the [Acceding Company/Acceding Companies]*) identifies all Material Property which is beneficially owned by [each/the] Acceding Company at the date of this Deed.

(e) **Consent**

Pursuant to clause 23.3 (*Accession Deed*) of the Debenture, the Company (as agent for itself and the existing Chargors):

- (i) consents to the accession of [the/each] Acceding Company to the Debenture on the terms of this Accession Deed; and
- (ii) agrees that the Debenture shall, after the date of this Accession Deed, be read and construed as if [the/each] Acceding Company had been named in the Debenture as a Chargor.

10. CONSTRUCTION OF DEBENTURE

This Accession Deed shall be read as one with the Debenture so that all references in the Debenture to "*this Deed*" and similar expressions shall include references to this Accession Deed.

11. THIRD PARTY RIGHTS

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

12. NOTICE DETAILS

Notice details for [the/each] Acceding Company are those identified with its name below.

13. COUNTERPARTS

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

14. GOVERNING LAW

This Accession Deed and any non-contractual obligations arising out of or in connection with it shall be governed by English law.

IN WITNESS of which this Accession Deed has been duly executed by [the/each] Acceding Company and the Company as a deed and duly executed by the Security Agent and has been delivered on the first date specified on page 1 of this Accession Deed][by [the/each] Acceding Company and the Company].

SCHEDULE 1 TO THE ACCESSION DEED

The Acceding Companies

| Company name | Registered number | Registered office |
|--------------|-------------------|-------------------|
| [♦] | [♦] | [♦] |
| [♦] | [♦] | [♦] |
| [♦] | [♦] | [♦] |
| [♦] | [♦] | [♦] |

SCHEDULE 2 TO THE ACCESSION DEED

Details of Security Assets owned by the [Acceding Company/Acceding Companies]

Part 1 - Real Property

| Registered land | | | | |
|--------------------|---------|---------------------------------------|----------|--------------|
| [Acceding Company] | Address | Administrative Area | | Title number |
| [◆] | [◆] | [◆] | | [◆] |
| Unregistered land | | | | |
| [Acceding Company] | Address | Document describing the Real Property | | |
| | | Date | Document | Parties |
| [◆] | [◆] | [◆ 20◆] | [◆] | [◆] |

Part 2 - Charged Securities

| [Acceding Company] | Name of company in which shares are held | Class of shares held | Number of shares held | Issued share capital |
|--------------------|--|----------------------|-----------------------|----------------------|
| [◆] | [◆] | [◆] | [◆] | [◆] |
| [◆] | [◆] | [◆] | [◆] | [◆] |
| [◆] | [◆] | [◆] | [◆] | [◆] |

EXECUTION PAGES OF THE ACCESSION DEED

THE ACCEDING COMPAN[Y][IES]

Executed as a deed[, but not delivered until the)
first date specified on page 1,] by [NAME OF)
ACCEDING COMPANY] acting by:)

Director

Witness signature

Witness name:

Witness address:

Address: [◆]

Facsimile No: [◆]

Attention: [◆]

THE COMPANY

Executed as a deed[, but not delivered until the)
first date specified on page 1,] by [NAME OF)
COMPANY] acting by:)

Director

Witness signature

Witness name:

Witness address:

Address: [◆]

Facsimile No: [◆]

Attention: [◆]

THE SECURITY AGENT

Signed by _____ for)
and on behalf of [NAME OF SECURITY)
AGENT];)

Signature _____

Address: [◆]

Facsimile No: [◆]

Attention: [◆]

EXECUTION PAGES

THE ORIGINAL CHARGORS

Executed as a deed, but not delivered until the)
first date specified on page 1, by BLUE)
ARROW LTD, acting by:)

Director signature

Witness signature

Witness name:

Witness address:

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by BLUE)
ARROW HOLDINGS LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **BMS**)
LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLLERSHALD

103-105 THE GREEN

STOTFOLD

SGS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CAREER**)
TEACHERS LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLLERSHALD

103-105 THE GREEN

STOTFOLD

SGS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARLISLE**)
GROUP LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDA HOLDERSHAM

103-105 THE GREEN

STOTFOLD

SES 4DC

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARLISLE**)
NOMINEES LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDA HOLDERSHAM

103-105 THE GREEN

STOTFOLD

SES 4DC

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARLISLE**)
STAFFING PLC acting by:)

Director signature

Witness signature

Witness name:

LYNDA HOLDERSHAW

Witness address:

103-105 THE GREEN

STOTFOLD

SGS LTD

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARLISLE**)
STAFFING SERVICES LIMITED acting by:)

Director signature

Witness signature

Witness name:

LYNDA HOLDERSHAW

Witness address:

103-105 THE GREEN

STOTFOLD

SGS LTD

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARLISLE**)
STAFFING SERVICES HOLDINGS)
LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDERSAW

103-105 THE GREEN

STOTFOLD

SES 4 DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **COMENSURA**)
LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDERSAW

103-105 THE GREEN

STOTFOLD

SES 4 DG

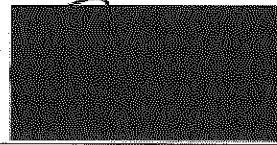
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Email: Rebecca.watson@impellam.com

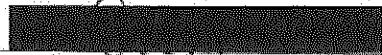
Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by IMPELLAM)
GROUP PLC acting by:)

Director signature



Witness signature



Witness name:

ECMA MANDLESLEY

Witness address:

14, R KNIGHTLEY

WALK, LONDON

SW18 1HA.

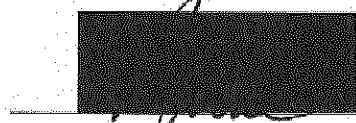
Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

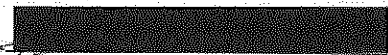
Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by MEDACS)
GLOBAL GROUP LIMITED acting by:)

Director signature



Witness signature



Witness name:

LINDA HOLDERSHAU

Witness address:

103-105 THE GREEN

STOTFOLD

SG5 4DB

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by IMPELLAM)
HOLDINGS LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDA HOLLERSHAU

103-105 THE GREEN

SPOT FOLD

SES 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by IMPELLAM)
UK LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDA HOLLERSHAU

103-105 THE GREEN

SPOT FOLD

SES 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **LORIEN**)
RESOURCING LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDERSHAW

103-105 THE GREEN

STOTFOLD

SES 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **LORIEN**)
LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDERSHAW

103-105 THE GREEN

STOTFOLD

SES 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by MEDACS)
HEALTHCARE PLC acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDSBROUGH

103-105 THE GREEN

STOTFORD

SGS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by PRN)
RECRUITMENT LTD. acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LINDA HOLDSBROUGH

103-105 THE GREEN

STOTFORD

SGS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **CARBON60**)
LIMITED acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDIA HOLPERSHAW

103-105 THE GREEN

SPOTFOLD

SSS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

Executed as a deed, but not delivered until the)
first date specified on page 1, by **SCIENCE**)
RECRUITMENT GROUP LTD acting by:)

Director signature

Witness signature

Witness name:

Witness address:

LYNDIA HOLPERSHAW

103-105 THE GREEN

SPOTFOLD

SSS 4DG

Address: 9 Devonshire Square, London, EC2M 4YD

Email: Rebecca.watson@impellam.com

Attention: Rebecca Watson

THE SECURITY AGENT

**Ashley Jay
Vice President**

Signed by _____ for and on)
behalf of **BARCLAYS BANK PLC**)

Signature _____

Address: 1 Churchill Place, London, E14 5HP

Facsimile No: +44 (0) 207 773 4893

Attention: Head of Loans Agency