

# Employment Agreement

This Employment Agreement ("Agreement") is made and entered into this 10th day of May, 2025, by and between:

- Employer: GlobalSolutions Ltd., a company organized under the laws of the United Kingdom, having its registered office at 45 Business Park, London, EC1R 4QL ("Employer").
- Employee: Benjamin Carter, residing at 78 High Street, Oxford, OX1 4DB ("Employee").

## 1 Job Title and Responsibilities

The Employer hires the Employee as a Marketing Manager. The Employee is responsible for developing and implementing marketing strategies, managing campaigns, and analyzing market trends. The Employee will dedicate their professional time and attention to the Employer.

## 2 Salary and Benefits

The Employee's annual salary is £65,000, paid monthly. This amount will be subject to applicable tax and national insurance deductions. In addition, the Employee is eligible for the company's standard benefits package, which includes health insurance and a pension plan.

## 3 Working Hours

The standard work week for the Employee is 37.5 hours, generally Monday to Friday. The specific schedule may vary depending on project needs. Reasonable overtime may be required and will be compensated as per UK employment law.

## 4 Holiday Entitlement

The Employee is entitled to 28 days of paid holiday per year, inclusive of public holidays. Holiday requests must be submitted and approved in advance. Unused holiday days cannot be carried over to the subsequent year.

## **5 Sick Pay**

The Employee is entitled to statutory sick pay as per UK legislation. The Employer may offer additional company sick pay at its discretion.

## **6 Termination of Employment**

This Agreement may be terminated by either party with one month's written notice. The Employer may terminate the Employee's employment with immediate effect for gross misconduct or serious breach of contract. If the Employer terminates without cause, the Employee is entitled to severance pay in accordance with UK employment law.

## **7 Confidentiality**

The Employee shall keep confidential all Employer's trade secrets and proprietary information, both during and after their employment.

## **8 Non-Solicitation**

For a period of six months following the termination of this Agreement, the Employee shall not solicit any of the Employer's clients or employees.

## **9 Limitation of Liability**

The Employer's liability to the Employee for any matter arising in connection with this Agreement shall not exceed the Employee's total salary earned during the preceding 12 months, except in cases of death or personal injury caused by the Employer's negligence.

## **10 Governing Law and Jurisdiction**

This Agreement will be governed by and construed in accordance with the laws of England and Wales. Any disputes arising out of or in connection with this Agreement will be subject to the exclusive jurisdiction of the courts of England and Wales.

## **11 Entire Agreement**

This Agreement constitutes the entire agreement between the parties relating to the Employee's employment and supersedes all prior discussions, agreements, or understandings. IN WITNESS WHEREOF, the parties have executed this Agreement on the date first written above.

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Employee Signature

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Employer Signature

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Date