## AC4.2 Differentiate between the main types of contractual terms in contracts.

The employment contract is a legally binding document between an employer and an employee and includes express terms and implied terms (Acas, 2023).

Express terms are those terms which explicitly expressed in the contract either verbally or in writing, and both parties must comply with those terms (cornell.edu, 2022). Number of work hour, start date, for example, are express terms that are agreed upon in a contract.

Implied terms, on the other hand, are terms that are so clear so that they are not mentioned in the contract albeit they are legally binding to both parties (Kenton, 2023). To be treated fairly and not to steal SunEnergy properties are typical examples of implied terms.

Additionally, there are some terms that are around in SunEnergy in implied manner through custom and practice. In other words, custom and practice are essentially a practice that has repeated over a period of time forming a part of contract (Eckett, 2013). Leaving two hours early on Friday has been a practice in SunEnergy for a while, so it is considered a custom and practice and fixed for all staff.

Custom and practice can be part of employment contract is they are well-known in the organization for a period of time, reasonable, certain (Acas, 2023).