1st April 2026

Private & Confidential
By Email

Dear Anil

Re: Transfer of Undertakings (Protection of Employment) Regulations 2006 - Request for envisaged measures

I am writing to advise you that our company position in relation to the above contract is as follows:

1. We understand that your Company will be taking over responsibility for the Contract at Ivy Halls on the 4th May 2026.
2. We currently have employees who are engaged in employment at this Contract. In order to facilitate their transfer to your company, we have provided details of their employment conditions.
3. We will be making every effort to consult with these employees individually and through any elected representatives, on the basis that their employment is protected under the "relevant transfers" provisions of the Transfer of Undertakings (Protection of Employment) Regulations. This means that their employment will automatically transfer to your company on the 4th May 2026 with continuity and employment rights protected.
4. Please would you advise us within 7 days of receipt of this letter of any measures including any legal, social or economic, changes to be taken in connection with the transfer or thereafter, that will affect the employees. Upon receipt of any information you supply we will inform our employees and their representatives accordingly.
5. In the event that you do not envisage any measures, please advise accordingly.

Yours sincerely

Krish Devi
People & Culture Manager

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