

## 1. DEFINITIONS AND INTERPRETATION

1.1 In this Agreement, unless the context otherwise requires:

**Agreement:** these terms and conditions, the Order(s) and the Service Description(s).

**Affiliate:** any subsidiary, or holding company, or any other subsidiary of a holding company of a party from time to time, as the terms “subsidiary” and “holding company” are defined in Section 155 of the Companies Act 1963, as amended from time to time.

**Business Day:** a day (other than a Saturday, Sunday or a public holiday) when the banks are open for business in Ireland.

**Charges:** the charges payable by the Customer for the Services in accordance with Clause 3.

**Confidential Information:** information disclosed (whether in writing, orally or by any other means and whether directly and specifically designed as ‘confidential’ or which ought reasonably be regarded as confidential) under or in connection with this Agreement by one party (the “Disclosing Party”) to the other party (the “Receiving Party”) or to which, under or in connection with the Agreement, the Receiving Party has gained access whether before or after the Effective Date including, without limitation, information relating to the Disclosing Party’s products, developments, services, operations, processes, plans or intentions, know-how, product information or trade secrets.

**Customer:** the customer as set out the Order.

**Customer Equipment:** equipment (including software embedded in or run on such equipment), other than eircom Equipment, used by the Customer in connection with the Service.

**Dispute:** any disagreement, conflict or claims arising out of or in connection with this Agreement or its validity.

**Effective Date:** the date the first Order comes into force.

**eircom:** eircom Limited, incorporated in Jersey, number 116389, registered as a Branch in Ireland, number 907674, with a Branch Address at 1 Heuston South Quarter, St. John’s Road, Dublin 8.

**eircom Equipment:** equipment (including any software embedded in or run on such equipment) other than Customer Equipment or Goods, owned or licensed by eircom and placed on a Site by eircom for provision of the Service.

**Goods:** third party manufactured equipment and accessories supplied by or on behalf of eircom including the hardware upon which the Third Party Software, if any, is stored.

**Intellectual Property Rights:** all patents, copyrights, design rights, trade marks, service marks, trade secrets, know-how, database rights and other rights in the nature of intellectual property rights (whether registered or not), and all applications for the same which may now, or in the future, subsist anywhere in the world.

**Minimum Period of Service:** the minimum duration of a Service as set out in an Order, commencing on the Operational Service Date.

**Operational Service Date:** the date on which a Service is first made available by eircom to the Customer in accordance with Clause 2.4.

**Order(s):** the Customer's order for the Goods and/or Services in accordance with eircom's order form.

**Services:** the services to be provided by eircom as described in detail in the Service Descriptions, which may include the delivery of Goods.

**Service Description:** a service description appended to the Order which describes in detail the Service to be provided by eircom, any applicable service levels and specifications.

**Site:** a location at which eircom agrees to provide the Services to the Customer.

**Third Party Software:** third party software supplied by or on behalf of eircom for use with the Goods.

**Transaction Taxes:** any applicable taxes including but not limited to VAT, custom and excise and all other taxes and surcharges.

**Transfer Regulations:** the European Communities (Protection of Employee on Transfer of Undertakings) Regulations 2003.

**VAT:** value added tax chargeable by virtue of the Value Added Taxes Consolidation Act 2010.

1.2 In this Agreement, headings and bold type are for convenience only and do not affect the interpretation of this Agreement and, unless the context otherwise requires:

1.2.1 a person includes a natural person, corporate or unincorporated body (whether or not having separate legal personality);

1.2.2 a reference to a party includes its successors or permitted assigns;

1.2.3 a reference to a statute or statutory provision is a reference to such statute or statutory provision as amended or re-enacted. A reference to a statute or statutory provision includes any subordinate legislation made under that statute or statutory provision, as amended or re-enacted;

1.2.4 any phrase introduced by the terms including, include, in particular or any similar expression, shall be construed as illustrative and shall not limit the sense of the words preceding those terms; and

1.2.5 a reference to writing or written includes faxes but not e-mails.

## 2. **SUPPLY OF THE GOODS AND SERVICES**

2.1 In consideration for the payment of the Charges by the Customer, eircom agrees to provide the Customer with the Goods and Services in accordance with the Agreement and each Order.

2.2 Each Service shall have a Minimum Period of Service commencing on the Operational Service Date as set out in the relevant Order.

2.3 eircom, if requested by the Customer, may provide a provisional Operational Service Date, which date, unless otherwise agreed by eircom in the Order, is an estimate only and time shall not be of the essence.

2.4 Each Order shall come into force on the date of signature of the Order by both parties and eircom will:

2.4.1 commence providing Services with effect from the Operational Service Date; and/or

2.4.2 use reasonable efforts to deliver the Goods within the time specified by eircom, if any, in the Order.

- 2.5 eircom reserves the right at all times to suspend a Service in an event of an emergency or, subject to providing the Customer reasonable advance notice, to:
- 2.5.1 change the technical specification of a Service, or any part thereof, being provided by eircom to the Customer, provided that any change to the technical specification will not materially decrease or impair the scope or the performance of the Service; and
  - 2.5.2 change a Service as may be necessary to comply with applicable laws or health and safety requirements.
- 2.6 The provisions of this Agreement shall be binding in respect of the supply by eircom of all Goods and Services to the Customer in accordance with the terms of each Order, which may include provisions that apply only in respect of the particular Goods and Services the subject of that Order.
- 3. PAYMENT AND SET OFF**
- 3.1 The Charges for individual Goods or Services shall be those that are set out in the relevant Order.
- 3.2 The Customer shall pay the Charges within thirty (30) days of the date of issue of an invoice from eircom to the Customer (the "Due Date"), without any set-off, counterclaim or deduction, except in accordance with Section 3.4.
- 3.3 eircom may, at its discretion, add interest charges to any past due amounts from the expiry of the Due Date in the manner and at the rates set out in the European Communities (Late Payments in Commercial Transactions) Regulations 2002 (S.I. 388/2002), PROVIDED THAT, eircom will not add such interest charges until the conclusion of an additional five (5) Business Days from notification in writing by eircom to the Customer that invoice(s) are past due.
- 3.4 The Customer will promptly notify eircom in writing of any disputed invoice or amount and provide eircom with all information relevant to the dispute, PROVIDED THAT any disputed invoice or amount must be brought to eircom's attention without delay and in any event not later than the Due Date ("Payment Dispute"). Any Payment Dispute will be subject to the dispute resolution provisions of Clause 12. On resolution of the dispute the agreed amount, if any, shall be paid immediately and in any event not later than 5 Business Days after the resolution of the dispute.
- 3.5 In addition to the provisions set out in Clause 3.3, in the event that a payment due to eircom from the customer following the issue of an invoice pursuant to Clause 3.2 has not been received by eircom by the Due Date, eircom reserves the right to not to deliver the Goods or to suspend the provision of the Service until payment is made by the Customer in full.
- 3.6 Without prejudice to any other right or remedy it may have, eircom may set off any payment owed to it by the Customer in accordance with this Agreement against any amount owed by eircom to the Customer, whether in connection with this Agreement or any other agreement in place between eircom and the Customer.
- 3.7 eircom may, at its sole discretion, where it has any reasonable concern as to the ability of the Customer to meet its payment obligations pursuant to Clause 3.2, at any time, require full, or partial, payment of the Charges prior to supply of the Good or Service or to require the provision of security for payment by the Customer in a form acceptable to eircom.
- 3.8 Any extension of credit allowed by eircom to the Customer may be changed or withdrawn at any time at the discretion of eircom, upon eircom giving reasonable prior written notice to the Customer.
- 3.9 eircom reserves the right to review and amend the Charges annually. At least two (2) months prior written notice shall be given to the Customer in respect of any increase in the Charges arising from the annual review.

3.10 If the cost to eircom of providing a Service changes to a material extent, eircom shall have the right to amend the Charges at any time by giving written notice to the Customer, such notice setting out details of the:

3.10.1 reasons for the change in the cost of providing the Service; and

3.10.2 change to the Charges and the date the change will take effect.

3.11 Unless provided otherwise in the Order, eircom will invoice the Charges in Euro and the Customer will pay the Charges in Euro. The Charges are exclusive of the Transaction Taxes. The Customer will pay the Transaction Taxes for the Service supplied under this Agreement except to the extent a valid exemption certificate is provided by the Customer to eircom prior to the delivery of the Goods or Services.

#### **4. WARRANTIES**

4.1 Each of eircom and the Customer warrants to the other its full capacity and authority to enter into and to perform the Agreement in accordance with its terms.

4.2 eircom warrants to the Customer that it:

4.2.1 shall perform the Service with reasonable skill, care and diligence through appropriately experienced, qualified and trained personnel;

4.2.2 has all rights, authorisations and licences required to provide the Service to the Customer; and

4.2.3 shall provide the Service in accordance with the Service Description.

4.3 Except as expressly set forth in this Agreement, all warranties, terms and conditions, whether express or implied by statute or common law, custom, or otherwise, including, but not limited to, any warranties, terms and conditions of fitness for purpose, description and quality are hereby excluded.

#### **5. CUSTOMER OBLIGATIONS**

5.1 The Customer shall:

5.1.1 co-operate with eircom in all matters relating to the provision of the Goods and Services;

5.1.2 provide eircom with any information reasonably required by eircom in connection with the provision of the Services;

5.1.3 obtain all necessary permissions and consents which may be required before the commencement of the Services; and

5.1.4 comply with such other requirements as may be set out in the Order.

5.2 If eircom's performance of any of its obligations under the Agreement is prevented or delayed by any act or omission by the Customer or failure by the Customer to perform any relevant obligation (a "Customer Default"):

5.2.1 eircom shall without limiting its other rights or remedies have the right to suspend performance of the Service until the Customer remedies the Customer Default;

5.2.2 eircom shall not be liable for any costs or losses sustained or incurred by the Customer arising from a Customer Default; and

5.2.3 the Customer shall reimburse eircom on written demand for any costs or losses sustained or incurred by eircom arising directly or indirectly from a Customer Default.

#### **6. EIRCOM EQUIPMENT**

6.1 In circumstances where eircom requires access to a Customer Site for the installation, review, support, repair or removal of eircom Equipment (such access shall be in

accordance with reasonable Customer policies on health and safety and security expressly notified in writing to eircom), the Customer will at its own cost, and before the commencement of any installation works by eircom:

- 6.1.1 obtain all necessary rights and consents for eircom, including, but not limited to access rights;
- 6.1.2 provide a suitable and safe working environment, including all necessary trunking, conduits and cable trays, in accordance with the relevant installation standards;
- 6.1.3 provide any electricity and telecommunication connection points reasonably required by eircom; and
- 6.1.4 keep, maintain and insure the eircom Equipment in good condition and in accordance with the eircom's instructions as notified in writing from time to time and shall not dispose of or use the eircom Equipment other than in accordance with eircom's written instructions or authorisation.

If the Customer fails to provide any of the facilities listed in this Clause, eircom reserves the right to charge the cost of any abortive work or time spent trying to access the Site.

- 6.2 The Customer shall ensure that any Customer Equipment connected to the eircom Equipment is technically compatible and approved for that purpose under any applicable law or regulation and is connected in accordance with any instructions or safety and security procedures applicable to the use of that eircom Equipment.
- 6.3 The Customer shall be liable to eircom for any loss of or damage to the eircom Equipment, except where the loss or damage is due to fair wear and tear or is caused by eircom or any person acting on eircom's behalf.
- 6.4 In circumstances where the Customer requires access to an eircom Site the Customer shall comply with eircom's health, safety and security requirements as notified to the Customer at the eircom Site.

## **7. INTELLECTUAL PROPERTY**

- 7.1 All Intellectual Property Rights in the eircom Equipment, and in or arising out of or in connection with the Service shall be owned by eircom.
- 7.2 The Customer acknowledges that, in respect of any third party Intellectual Property Rights in the eircom Equipment, the Customer's use of any such Intellectual Property Rights is conditional on eircom obtaining a written licence from the relevant licensor on such terms as will entitle eircom to license such rights to the Customer.
- 7.3 If the eircom Equipment or the Goods and Service become, or eircom believes are likely to become, the subject of an allegation or claim for infringement of any third party Intellectual Property Rights, eircom, at its option and expense, may secure for the Customer a right of continued use of the Service or modify or replace the eircom Equipment, so that it is no longer infringing. If neither of those remedies is available to eircom on reasonable terms, eircom may so notify the Customer and terminate the infringing Service in accordance with the termination provisions of this Agreement without penalty to either party. eircom will refund to the Customer any prepaid Charges for the eircom Equipment and or the infringing Service.

## **8. LIMITATION OF LIABILITY**

- 8.1 Nothing in this Agreement limits or excludes the liability of either party:
  - 8.1.1 for death or personal injury caused by its negligence;
  - 8.1.2 for any damage or liability incurred by either party as a result of fraud or fraudulent misrepresentation by the other party; and
  - 8.1.3 for any other liability which cannot be excluded or limited by applicable laws.

- 8.2 Each party's total liability to the other under or in connection with the supply of the Goods and Services and for any claims whether in contract, tort (including negligence) or otherwise, for any loss or damage arising out of or in connection with this Agreement or otherwise shall be limited to the aggregate of the Charges paid in the preceding twelve (12) months prior to the date of the incident giving rise to the claim.
- 8.3 Neither party will be liable to the other party for:
- 8.3.1 loss of profits;
  - 8.3.2 loss of business;
  - 8.3.3 loss of revenue;
  - 8.3.4 damage to goodwill or any similar losses;
  - 8.3.5 anticipated savings;
  - 8.3.6 loss of use;
  - 8.3.7 loss or corruption of data or information; and
  - 8.3.8 any punitive, indirect, consequential loss or damage.
- 8.4 eircom shall not be liable to the Customer for any loss or damage of whatsoever nature for late or non-delivery of the Goods.
- 8.5 The Customer agrees that eircom does not have any liability, subject always to applicable law, in respect of any matter arising from the use of the Goods and Services contrary to the provisions of this Agreement or an Order and/or other written instructions provided by eircom. The Customer agrees to indemnify and hold harmless eircom, its officers, Affiliates, employees, agents and their sub contractors against any liability arising from any or all claims by any third party arising out of the use of the Goods and Services.
- 8.6 The Customer shall obtain and maintain policies of insurance with a reputable insurer in respect of its liabilities under this Agreement. The Customer shall furnish eircom with satisfactory evidence of the insurance within seven (7) days of receipt of a written request to that effect from eircom.

## **9. CONFIDENTIALITY**

- 9.1 The Receiving Party:
- 9.1.1 will not use Confidential Information for a purpose other than the performance of its obligations under this Agreement;
  - 9.1.2 will not disclose Confidential Information to a person except with the prior written consent of the Disclosing Party; and
  - 9.1.3 shall take all reasonable measures to prevent any unauthorised disclosure, access, use or misappropriation of Confidential Information, which for the avoidance of doubt shall not be less than the measures it takes in relation to its own similar Confidential Information, such measures to be no lesser than a reasonable standard of care.
- 9.2 The Receiving Party may disclose Confidential Information to any of its (or its Affiliates) directors, other officers and employees, or to its professional advisors, auditors and bankers (each a "Recipient") to the extent that disclosure is reasonably necessary for the purposes of this Agreement. The Receiving Party shall ensure that a Recipient is made aware of and complies with the Receiving Party's obligations of confidentiality under the Agreement as if the Recipient was a party to this Agreement. The Receiving Party will be liable to the Disclosing Party for any non-compliance by a Recipient. If the Receiving Party becomes aware of any threatened or actual unauthorised access to, use or disclosure of, or any inability to account for, the Disclosing Party's Confidential Information, the Receiving Party will promptly notify the Disclosing Party thereof and will assist the



Disclosing Party with its efforts to terminate such access, to curtail such threatened or actual unauthorised use or disclosure, or to recover such information or materials.

- 9.3 Each party may disclose Confidential Information if and to the extent that:
- 9.3.1 it is required by the law of any relevant jurisdiction or pursuant to an order of a court of competent jurisdiction or that of a competent regulatory authority, provided always that the relevant party is promptly notified of such requirement and afforded a reasonable opportunity to seek relief therefrom, where available;
  - 9.3.2 the information has come into the public domain through no fault of that party;
  - 9.3.3 the information was in the possession of the Receiving Party before such disclosure by the Disclosing Party, or was developed independently by the Receiving Party, without reference to the Confidential Information;
  - 9.3.4 the information was obtained by the Receiving Party from a third party who was free to divulge the same;
  - 9.3.5 the Disclosing Party has given prior written approval to the Receiving Party in respect of the disclosure, such approval not to be unreasonably withheld or delayed; or
  - 9.3.6 this is required to enable that party to enforce its rights under this Agreement.
- 9.4 A breach of this Clause 9 would cause irreparable harm to the Disclosing Party, for which monetary damages would be inadequate and injunctive relief may be available for a breach of this Clause 9.
- 9.5 The obligations of both parties as to disclosure and confidentiality under this Clause 9 shall continue in force notwithstanding the termination or expiration of the Agreement.

## **10. PUBLICITY**

- 10.1 eircom may reference the Customer as a customer of eircom for internal purposes and presentations of its services to third parties, but shall not refer to or identify the Customer in advertising, publicity releases, or promotional or marketing publications without, in each case, securing the prior written consent of the Customer.
- 10.2 The Customer agrees to co-operate with the reasonable requirements of eircom in relation to customer satisfaction surveys organised by or on behalf of eircom or its suppliers.

## **11. FORCE MAJEURE**

- 11.1 Neither party shall be liable for performance of its obligations caused by or resulting from a force majeure event, which shall include, but not be limited to, events which are unpredictable, unforeseeable, irresistible and beyond the parties' control, such as any extreme severe weather, flood, landslide, earthquake, storm, lightning, fire, subsidence, epidemic, acts of terrorism, outbreak of military hostilities (whether or not war is declared), riot, explosions, strikes or other labour unrest (but only to the extent that the impact of such strikes or other labour unrest are significant, regional or national), civil disturbance, sabotage, expropriation by governmental authorities or other act or any event that is outside the reasonable control of the concerned party (a "Force Majeure Event").
- 11.2 eircom shall not be liable to the Customer for any loss, damage, expenses, injury or death whatsoever arising or resulting from a Force Majeure Event.
- 11.3 In the event of:
- 11.3.1 a refusal or delay by a third party to supply a telecommunications service to eircom and where there is no alternative service available at reasonable cost; or
  - 11.3.2 eircom being prevented by restrictions of a legal or regulatory nature from supplying the Good and Services,
- eircom will have no liability to the Customer for failure to supply the Goods and Services.

**12. DISPUTE RESOLUTION**

Unless otherwise agreed between the parties in an Order, if at any time any dispute or difference in relation to the Agreement or the Services delivered thereunder arises between eircom and the Customer that is not resolved amicably between the parties within three (3) months of the dispute or difference arising, each party shall be free to issue court proceedings.

**13. TERM AND TERMINATION**

13.1 The Agreement shall commence on the Effective Date and shall remain in force until all Orders have expired or been terminated in accordance with the provisions of this Agreement.

13.2 Either party may immediately by notice terminate this Agreement or any Order if one of the following events occurs:

13.2.1 the other party commits a material breach of the Agreement or an Order and has failed to cure such breach within thirty (30) days after the terminating party has given a notice of default to the party in breach; or

13.2.2 the party is deemed bankrupt or enters into liquidation, whether compulsory or voluntary, other than for the purposes of amalgamation or reconstruction, is the subject of a winding up petition or has a receiver or manager appointed over all or any of its assets; or

13.2.3 a Force Majeure Event continues for more than thirty (30) days.

13.3 Upon termination of the Agreement or an Order:

13.3.1 the rights of the parties accrued up to the date of such expiry or termination shall remain unaffected;

13.3.2 the Customer shall co-operate fully with eircom to recover the eircom Equipment;

13.3.3 if eircom terminates the Agreement for a material breach by the Customer, the Customer shall be liable to pay to eircom the balance of the Charges;

13.3.4 eircom may exercise a lien over any of the Customer Equipment or Goods located on an eircom Site at the date of such termination for any amount due pursuant to the terms of the Agreement or otherwise from the Customer to eircom; and the Customer shall immediately upon such termination become liable to pay to eircom the amount of any loss or damage suffered by eircom as a result of the termination; and

13.3.5 eircom shall have an automatic right to the Charges for a Service up to and including the date of termination.

**14. EXPORT CONTROL**

The parties acknowledge that products, software, and technical information (including, but not limited to, provision of the Service, technical assistance and training) provided under the Agreement may in certain circumstances, be subject to export laws and regulations of Ireland, the USA and other countries, and any use or transfer of the products, software, and technical information must be in compliance with all applicable regulations. The parties will not use, distribute, transfer, or transmit the products, software, or technical information (even if incorporated into other products) except in compliance with all applicable export regulations. If requested by either party, the other party also agrees to sign written assurances and other export-related documents as may reasonably be required to comply with all applicable export regulations.

**15. NOTICES**

All notices given under this Agreement shall be in writing in the English language, and may be sent by prepaid post to the registered office address of the party receiving the notice.



Any notices sent to eircom shall be addressed to the Director of eircom Business and copied to the eircom Legal Department at eircom's registered office address.

**16. ASSIGNMENT**

- 16.1 Either party reserves the right to assign all or part of the Agreement at any time to any Affiliate that can sufficiently execute the obligations under this Agreement, subject to providing the other party with prior written notice of such assignment. Any other assignment requires the prior written agreement of the other party, which shall not be unreasonably withheld or delayed. eircom may assign all or part of this Agreement to any party or body for the purposes of financing without the consent of the Customer.
- 16.2 This Agreement shall be binding on, and inure to the benefit of, the parties and their successors and permitted assigns.
- 16.3 eircom may subcontract the performance of any of its obligations under the Agreement, but without relieving eircom from any of its obligations to the Customer. The Customer agrees and understands that it may need to interact directly with a subcontractor for the delivery of the Service.

**17. VARIATION**

The Agreement shall not be amended, modified or supplemented except in writing signed by authorised representatives of both parties.

**18. DATA PROTECTION**

- 18.1 The Customer warrants that it will comply with the Data Protection Acts 1988 and 2003 (the "DPA") and that it has all appropriate procedures in place to ensure it continues compliance with the DPA. Insofar as, arising from the provision of the Service, eircom is a data controller or a data processor for the purposes of the DPA, then eircom shall:
- 18.1.1 not process any such personal data, other than for the Service and in accordance with the performance of its obligations under this Agreement;
- 18.1.2 in accordance with Section 2(1)(d) and 2C of the DPA, apply appropriate technical and security measures to protect such personal data against unauthorised or unlawful processing and against accidental loss, destruction or damage; and
- 18.1.3 comply with its statutory obligations regarding the processing of personal data under the DPA.

**19. INDUCEMENT**

The parties acknowledge and agree that they have not been induced to enter into this Agreement by any representation, warranty or other assurance not expressly incorporated into this Agreement.

**20. NO WAIVER**

Except as otherwise specifically provided in this Agreement, no failure to exercise, or delay in exercising, any right, power or privilege set forth in this Agreement will operate as a waiver of any right, power or privilege.

**21. SEVERANCE**

If any provision of this Agreement is held to be invalid or unenforceable, it will be severed from the Agreement, the remaining provisions will remain in full force and effect and the parties will promptly negotiate a replacement.

**22. INDEPENDENT CONTRACTORS**

The parties acknowledge that eircom is acting as an independent contractor and that nothing in this Agreement will be construed to create an agency or employment relationship between the Customer and eircom.

**23. TRANSFER REGULATIONS**

23.1 The parties agree that it is not their intention that the Transfer Regulations should apply on their entering into this Agreement.

23.2 Notwithstanding the foregoing the parties acknowledge and agree that if the Transfer Regulations apply to the commencement of this Agreement and any Customer employees transfer employment to eircom then the following provisions shall apply:

23.2.1 The Customer shall be liable for and shall indemnify eircom and keep eircom indemnified against all damages, losses, liabilities, costs, expenses (including legal and other professional charges and expenses) whether arising under statute, contract or at common law or in connection with judgments, proceedings, internal costs, employment costs or demands arising out of any claim by any person employed by the Customer relating to or arising out of his/her employment or non-employment or engagement or non-engagement by eircom including, without limitation, any claim:

- (a) for breach of contract, wrongful dismissal, unfair dismissal, loss of office, redundancy, loss of earnings or otherwise for which eircom is or may be liable by reason of the operation of the Transfer Regulations following the commencement of this Agreement; or
- (b) of whatsoever nature by any third party against eircom for which eircom is or may be liable by virtue of the Transfer Regulations.

23.2.2 The Customer shall fully indemnify eircom and hold eircom harmless keep eircom indemnified against each and every claim and/or damages, losses, liabilities, costs, expenses (including legal and other professional charges and expenses) whether arising under statute, contract or at common law or in connection with judgements, proceedings, internal costs or demands (including statutory redundancy payments) arising out of or in connection with a dismissal by eircom of any person whose employment transfers (or is alleged to transfer) to eircom as a consequence of the Transfer Regulations applying by operation of law or being asserted to so apply or otherwise upon the commencement of this Agreement howsoever or whenever arising.

**24. RIGHTS OF THIRD PARTIES**

The Agreement is intended solely for the benefit of the parties to it. Other than as specifically provided for in the Agreement, nothing in the Agreement shall be construed so as to create any duty to, or standard of care with reference to, or any liability to, any person or entity not a party to the Agreement.

**25. GOVERNING LAW AND JURISDICTION**

The Agreement shall be governed by and construed in accordance with the laws of Ireland and the Courts of Ireland will have non-exclusive jurisdiction.

**26. ENTIRE AGREEMENT**

The Agreement supersedes all prior oral or written agreements or understanding between the parties and constitutes the entire agreement with respect to the subject matter.