CONTRACT OF EMPLOYMENT

Employment Agreement — Senior Data Analyst

Reference EMP/2026/0533
Dated 4 August 2026
Start date 5 October 2026

THE EMPLOYER

Wrenfield Analytics Ltd.
A private company limited by shares
Company no. 11498027
Second Floor, Anchor House, 6 Quay Street, Bristol BS1 2JL
Signing for the Employer: Ruth Ellery, Head of People Operations

THE EMPLOYEE

Mr. Idris Bahri
22 Sandholme Road, Bristol BS4 3LP
National insurance no. QQ 41 82 77 C
Employee no. EMP-05219
Right to work verified 21 July 2026

PARTICULARS OF EMPLOYMENT

JOB TITLE
Senior Data Analyst

DEPARTMENT
Insight & Analytics

REPORTS TO
Head of Analytics

START DATE
5 October 2026

CONTINUOUS SERVICE FROM
5 October 2026

CONTRACT TYPE
Permanent, full time

PROBATIONARY PERIOD
Six months

PLACE OF WORK
Anchor House, Bristol; hybrid

NORMAL HOURS
37.5 per week

CORE HOURS
10.00 a.m. to 4.00 p.m.

ANNUAL LEAVE
27 days plus public holidays

LEAVE YEAR
1 January to 31 December

NOTICE BY EMPLOYER
One month rising to three

NOTICE BY EMPLOYEE
One month rising to two

PENSION SCHEME
Wrenfield Group Personal Pension

COLLECTIVE AGREEMENT
None applies

REMUNERATION SCHEDULE

ELEMENT	BASIS AND CONDITIONS	AMOUNT	FREQUENCY
Basic salary	Annual salary payable in twelve equal instalments in arrears on the 26th of each month	£58,500.00	Per annum
Performance bonus	Discretionary, up to 12% of basic salary, assessed against objectives agreed each January and paid in April	Up to £7,020.00	Annual
Employer pension contribution	8% of qualifying earnings, subject to Employee contribution of at least 4%	£4,680.00	Per annum
Private medical insurance	Individual cover from the start of the month following completion of probation; a taxable benefit	£1,140.00	Per annum
Total fixed remuneration, excluding discretionary bonus and reimbursed expenses		**£64,860.00**	**Per annum**

ELEMENT	BASIS AND CONDITIONS	AMOUNT	FREQUENCY
Home working allowance	Paid with salary while the hybrid working pattern applies	£45.00	Monthly
Professional subscription	One approved professional body membership, reimbursed on production of a receipt	Up to £320.00	Annual
Learning budget	For approved courses, conferences and certification, unused amounts do not carry forward	£1,500.00	Annual
Total fixed remuneration, excluding discretionary bonus and reimbursed expenses		**£64,860.00**	**Per annum**

All figures are gross and subject to deduction of income tax, national insurance and any other deduction required or authorised by law. Salary is reviewed each January with effect from 1 April; a review does not guarantee an increase. Benefits other than basic salary are not contractual and may be varied or withdrawn on reasonable written notice, except where the change would reduce total fixed remuneration, which requires the Employee's written agreement.

TERMS AND CONDITIONS

1. Appointment and probation

1.1 The Employer employs the Employee, and the Employee accepts employment, as Senior Data Analyst on the terms of this contract with effect from 5 October 2026.

1.2 The first six months of employment are a probationary period during which either party may terminate the employment on one week's written notice. The Employer may extend the probationary period once, by up to three months, on written notice before it expires.

1.3 The Employee's employment with the Employer began on the start date and no employment with a previous employer counts towards the Employee's period of continuous employment.

1.4 The Employee warrants that in entering into this contract they are not in breach of any obligation owed to a former employer or any other person.

2. Duties

2.1 The Employee shall perform the duties of Senior Data Analyst, together with any other duties reasonably assigned that are consistent with that role and the Employee's skills and experience.

2.2 The Employee shall:

(a) devote the whole of their working time, attention and skill to the business of the Employer during working hours;

(b) comply with all lawful and reasonable instructions of the Employer and with the Employer's policies as amended from time to time;

(c) act in the Employer's best interests and disclose promptly any conflict of interest that arises or may arise; and

(d) not accept any other paid engagement without the Employer's prior written consent, which shall not be unreasonably withheld where the engagement does not conflict with this contract.

2.3 The Employer may require the Employee to perform duties for any group company without additional remuneration, provided the duties are consistent with the Employee's role and status.

3. Place of work and hybrid working

3.1 The Employee's normal place of work is Anchor House, 6 Quay Street, Bristol BS1 2JL. The Employee may work remotely for up to three days a week under the Employer's hybrid working policy, which is non-contractual.

3.2 The Employee shall attend the office on team days and on any other day where attendance is reasonably required, on not less than five days' notice except in an emergency.

3.3 The Employer may require the Employee to work at any other of its premises within a reasonable daily travelling distance, on reasonable notice, and shall meet any additional travel cost that results.

3.4 The Employee may be required to travel within the United Kingdom and occasionally overseas in the performance of their duties. Reasonable expenses will be reimbursed under the Employer's expenses policy.

4. Hours of work

4.1 The Employee's normal hours of work are 37.5 hours a week, worked between 8.00 a.m. and 6.30 p.m. from Monday to Friday, including core hours of 10.00 a.m. to 4.00 p.m. during which the Employee shall be available.

4.2 The Employee is entitled to an unpaid break of one hour each day, to be taken at a time that does not disrupt the work of the team.

4.3 The Employee may be required to work additional hours from time to time as reasonably necessary for the proper performance of their duties. No overtime payment is made; the salary in the remuneration schedule takes account of this.

4.4 The Employee agrees that the limit in regulation 4(1) of the Working Time Regulations 1998 shall not apply to their employment. The Employee may withdraw this agreement by giving three months' written notice to the Employer.

5. Holiday and other leave

5.1 The Employee is entitled to 27 days' paid annual leave in each leave year, in addition to public holidays in England and Wales. The leave year runs from 1 January to 31 December and is pro-rated in the year of joining or leaving.

5.2 Leave must be requested in advance through the Employer's system and approved by the Employee's manager. The Employer may require the Employee to take leave on specified days, on reasonable notice.

5.3 Up to five days of untaken leave may be carried into the following leave year and must be used by 31 March. No payment is made for untaken leave except on termination.

5.4 The Employee is entitled to statutory sick pay and, subject to the Employer's absence policy, to company sick pay of full salary for up to eight weeks and half salary for a further eight weeks in any rolling twelve-month period.

5.5 The Employee is entitled to family leave, including maternity, paternity, adoption, shared parental and parental bereavement leave, in accordance with statutory entitlement and the Employer's policies.

6. Confidential information

6.1 The Employee shall not, during employment or at any time after it ends, use or disclose to any person any confidential information of the Employer, its group companies, its clients or its suppliers, except in the proper performance of their duties or as required by law.

6.2 Confidential information includes, without limitation:

(a) client lists, contact details, contract terms, pricing and commercial negotiations;

(b) data models, algorithms, source code, technical documentation and research;

(c) business plans, financial information, forecasts and management accounts;

(d) personal data of employees, clients and other individuals; and

(e) any information marked confidential or that a reasonable person would treat as confidential.

6.3 The Employee shall not make or keep any copy, note or record of confidential information other than for the proper performance of their duties, and shall return or securely destroy all such material on request and in any event on termination.

6.4 Nothing in this clause prevents the Employee from making a protected disclosure under the Public Interest Disclosure Act 1998, from reporting a criminal offence to the police, or from co-operating with a regulator.

6.5 This clause survives the termination of employment without limit of time.

7. Intellectual property and data protection

7.1 All intellectual property created by the Employee in the course of employment belongs to the Employer. The Employee assigns to the Employer, with effect from creation, all such rights and waives any moral rights in them, so far as the law permits.

7.2 The Employee shall promptly disclose any such creation and shall execute any document reasonably required to give the Employer full ownership and to register the rights in any jurisdiction.

7.3 The Employee shall comply with the Employer's data protection and information security policies and shall process personal data only as instructed and as necessary for their duties.

7.4 The Employer processes the Employee's personal data in accordance with its employee privacy notice, a copy of which has been provided to the Employee.

8. Restrictions after employment

8.1 For six months after the termination of employment the Employee shall not solicit or seek to entice away any client of the Employer with whom the Employee had material dealings in the twelve months before termination.

8.2 For six months after the termination of employment the Employee shall not solicit or seek to entice away any employee of the Employer of manager grade or above with whom the Employee worked in the twelve months before termination.

8.3 For three months after the termination of employment the Employee shall not be engaged in any business that competes with the part of the Employer's business in which the Employee worked in the twelve months before termination, within the United Kingdom.

8.4 The restrictions in this clause are considered by the parties to be reasonable and necessary to protect the Employer's legitimate business interests. Each is a separate and independent restriction, and if any is held to be unenforceable the others continue to apply.

9. Notice and termination

9.1 After the probationary period the Employer shall give the Employee one month's written notice of termination, rising to two months after two years' continuous service and to three months after five years' continuous service, or the statutory minimum if greater.

9.2 After the probationary period the Employee shall give the Employer one month's written notice of resignation, rising to two months after two years' continuous service.

9.3 The Employer may terminate the employment immediately, with a payment in lieu of the whole or the remaining part of the notice period, equal to basic salary only for that period.

9.4 The Employer may place the Employee on garden leave for the whole or part of the notice period, during which the Employee remains employed, continues to receive salary and benefits, and shall not attend the workplace or contact clients or colleagues without permission.

9.5 The Employer may terminate the employment without notice or payment in lieu if the Employee:

(a) commits an act of gross misconduct as described in the Employer's disciplinary policy;

(b) commits a serious or repeated breach of this contract;

(c) is convicted of a criminal offence that in the Employer's reasonable opinion affects their suitability for the role; or

(d) ceases to be entitled to work in the United Kingdom.

9.6 On termination for any reason the Employee shall:

(a) return all property of the Employer, including equipment, documents, access cards and credentials;

(b) delete any Employer data held on personal devices and confirm in writing that they have done so; and

(c) resign from any office held by reason of the employment.

10. Disciplinary, grievance and pension

10.1 The Employer's disciplinary and grievance procedures are set out in the employee handbook and are non-contractual. They do not form part of this contract.

10.2 An employee who wishes to raise a grievance should do so in writing to their manager, or to the Head of People Operations where the grievance concerns the manager.

10.3 The Employee will be enrolled in the Wrenfield Group Personal Pension in accordance with the Employer's automatic-enrolment duties. Contributions are as stated in the remuneration schedule. A contracting-out certificate is not in force.

10.4 The Employer reserves the right to deduct from any payment due to the Employee any sum owed by the Employee to the Employer, including overpaid salary, overpaid holiday and the cost of unreturned property.

11. Entire agreement and governing law

11.1 This contract, together with the documents referred to in it, constitutes the entire terms of the Employee's employment and replaces any previous agreement, offer or understanding between the parties, whether written or oral.

11.2 No variation of this contract is effective unless it is in writing and signed by both parties, save that the Employer may make reasonable changes to non-contractual policies and procedures on notice.

11.3 This contract is governed by the laws of England and Wales and the parties submit to the jurisdiction of the courts of England and Wales.

11.4 Nothing in this contract removes or reduces any statutory right of the Employee.

Signed by the parties on the dates written below. The Employee confirms that they have read this contract, understand its terms, have had the opportunity to ask questions about it, and accept employment on these terms.

FOR AND ON BEHALF OF THE EMPLOYER

Wrenfield Analytics Ltd.

R. Ellery

Name	**Ruth Ellery**
Title	**Head of People Operations**
Date	**4 August 2026**

SIGNED BY THE EMPLOYEE

Mr. Idris Bahri

I. Bahri

Name	**Idris Bahri**
Date	**4 August 2026**
Place	**Bristol**

Initials — Employer

Initials — Employee