

COT3 AGREEMENT

Location: _____ Reference Number: _____

Parties:

Claimant (Employee) Name: _____

Respondent (Employer) Name: _____

Address of Respondent: _____

Background and Purpose:

This Agreement records a settlement in full and final resolution of the dispute between the Claimant and Respondent as agreed by both parties. It is intended to be legally binding and enforceable in accordance with the laws of England and Wales. Both parties have sought any legal advice they deem appropriate prior to entering this Agreement, and the Terms below set out the rights and obligations arising from this settlement.

Terms of Settlement:

1. Settlement Payment:

The Respondent agrees to pay the Claimant the total sum of £_____ (the "Settlement Sum") in full and final settlement of all claims arising out of or relating to the dispute. The payment will be made by bank transfer to the account specified by the Claimant within _____ days from the date of this Agreement.

2. No Admission of Liability:

This Agreement is made as a compromise and does not constitute an admission of liability or wrongdoing by the Respondent or any other party.

3. Release:

Upon receipt of the Settlement Sum, the Claimant releases and forever discharges the Respondent and its officers, employees, agents and successors from all claims, demands, proceedings and liabilities relating to the dispute.

4. Confidentiality:

The parties agree that the terms and existence of this Agreement are confidential and shall not be disclosed to any third party except as required by law or to professional advisors subject to confidentiality obligations.

5. Non-Disparagement:

The parties agree not to make any statements or take any actions that would disparage or damage the reputation of the other party or their business.

6. Legal Advice:

Each party confirms that they have had the opportunity to obtain independent legal advice before signing this Agreement.

7. Governing Law and Jurisdiction:

This Agreement shall be governed by and construed in accordance with the laws of England and Wales. The parties submit to the exclusive jurisdiction of the courts of England and Wales in respect of any dispute arising out of or in connection with this Agreement.

8. Entire Agreement:

This Agreement constitutes the entire agreement between the parties relating to its subject matter and supersedes all prior agreements, understandings, and negotiations.

9. No Further Claims:

The Claimant agrees not to initiate or continue any claims or proceedings against the Respondent in respect of matters arising before the date of this Agreement.

10. Costs:

Each party shall bear its own legal and other costs incurred in connection with the negotiation and implementation of this Agreement.

11. Variation:

Any variation to this Agreement must be in writing and signed by both parties to be effective.

12. Execution:

This Agreement may be executed in counterparts, each of which shall be deemed an original and all of which together constitute one and the same instrument.

13. Interpretation:

Headings are for ease of reference only and shall not affect interpretation. Words importing the singular include the plural and vice versa.

CLAIMANT'S SIGNATURE

RESPONDENT'S SIGNATURE

Signature: _____

Signature: _____

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