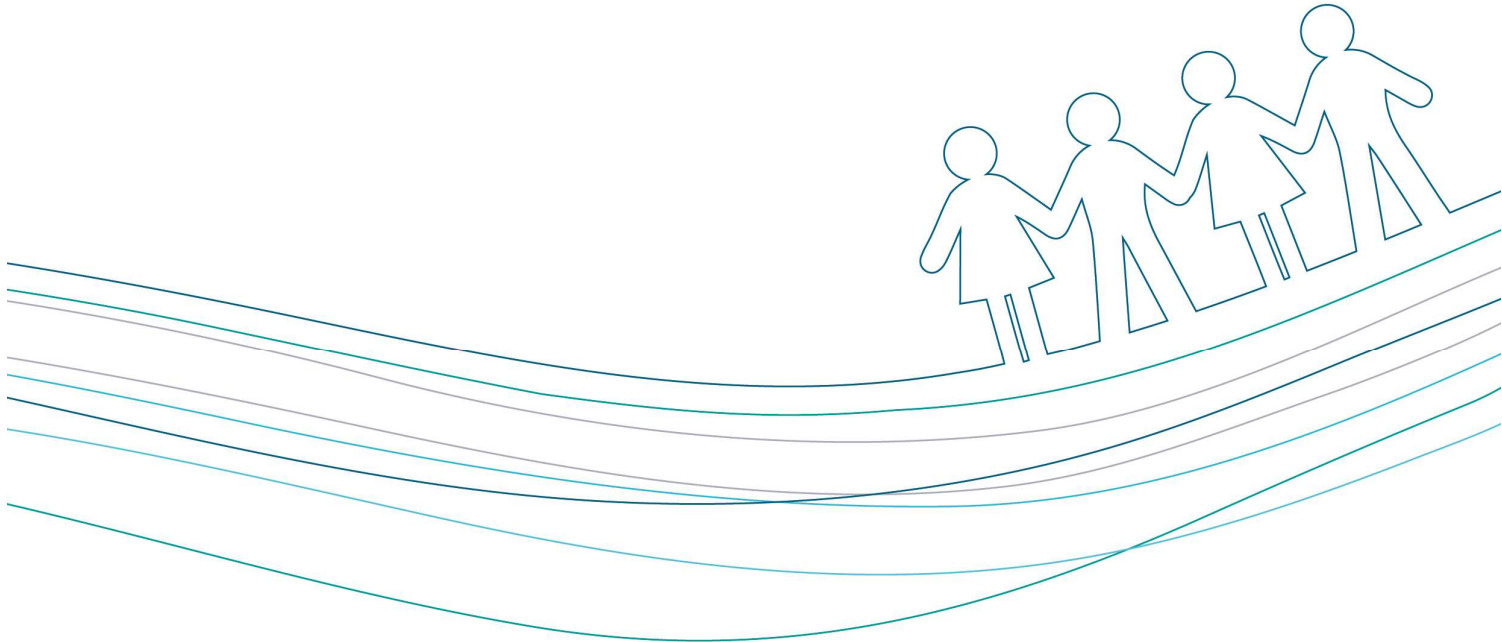


# Secondment Principles



## Secondment Principles

As market operator for the non-household water market, MOSL believes that secondments are a great opportunity for us to work with our members and wider stakeholders to share learnings and experiences of operating in the market.

We are eager to work with our members and other industry bodies to support collaboration and enable trading parties to be directly involved in MOSL's work at the heart of this growing market. Secondments of trading parties into MOSL will provide benefits to trading parties by secondees being able to get a high level view on how the market operates and to be directly involved in key projects that impact the market (for example bilaterals). Secondments of MOSL into trading parties will enable MOSL to gain valuable insight into the pain points experienced by trading parties from finding market information to managing transactions and various portals. Secondments will also be considered within other water industry bodies such as Ofwat, CC Water, WaterUK.

Below are the general guidelines to secondment opportunities at MOSL:

- ◆ Applications for secondments will be posted on the MOSL website and are open for all trading parties to apply
- ◆ MOSL will seek to provide a replacement resource to trading parties applying for secondments. Where this is not possible, MOSL will seek to ensure that the cost to the trading party is minimised
- ◆ Secondments will be as close to cost neutral as can be achieved for both parties
- ◆ Secondees will remain contractually employed by their 'home' organisation
- ◆ Secondees will be provided with a line manager at their 'host' organization who will manage the secondee on a day-to-day basis
- ◆ Host and home organisations will jointly agree the purpose of the secondment, the duration and how success will be measured.
- ◆ Secondees will be required to complete confidentiality agreements ensuring that any commercially sensitive data they may be exposed to is not shared with the home organisation or with other trading parties
- ◆ Secondments with MOSL will be based in Southampton although other locations may be considered on a project by project basis

