

**APPENDIX 3.12 STANDARD SPECIAL CONDITIONS OF EMPLOYMENT :
DISCLOSURE OF FEE PAYABLE TO THE CONSULTANTS**

SCE1.1 The Consultants hereby irrecoverably authorize, consent and agree that the Employer may, whenever the Employer considers appropriate or upon request by any person (written or otherwise) and without further reference to the Consultants, disclose to any person in such form and manner as the Employer deems fit -

- (a) the fees, costs and expenses payable by the Employer for engaging the Consultants; and
- (b) the lump sum fee proposal submitted by the selected consultant (in case of assignment remunerated on lump sum fee basis) / the notional time charge ceiling for the consultancy study (in case of assignment remunerated on time-charge basis) / the estimated lump sum fee calculated based on the percentage-fee proposal submitted by the selected consultant (in case of assignment remunerated on percentage-fee basis).

SCE1.2 The Consultants hereby waive and forego their right, if any, to make any claims against the Employer for any losses, damages, costs, charges, liabilities, demands, proceedings and actions that may arise out of or in consequence of such disclosure by the Employer.