

Dated: 7<sup>th</sup> December 2021

**INDUS ASSOCIATES LIMITED ORBS**

Deed of Replacement of Principal Employer

## Parties

- 1) The Trustees of the **Indus Associates Limited ORBS** being **Amir Areehy Chaudhary** of 101 Primrose Lane, Birmingham, B28 0JN, **Tariq Islam Areehy** of 28 Pavenham Drive, Edgbaston, Birmingham, West Midlands, B5 7TW, **Nahid Kosar Areehy** of 170a Wake Green Road, Moseley, Birmingham, West Midlands, B13 9QD and **Zafar Alam Chaudhary** of 16 Jinnah Close, Highgate, Birmingham, B12 0SU (in this Deed called the “**Trustees**”); and
- 2) **Indus Foods Limited** incorporated and registered in England and Wales with Company number 02430421 and whose registered office is situate at 75 Sampson Road North, Sparkbrook, Birmingham, B11 1BH (in this Deed called the “**New Principal Employer**”).

## Recitals

- (A) **Indus Associates Limited ORBS** (in this deed called the “**Scheme**”) is a registered pension scheme established by a Trust Deed dated 20<sup>th</sup> June 2011 and which is currently governed by Rules adopted by a Trust Deed Adopting Replacement Provisions dated 31<sup>st</sup> August 2021 and all supplemental deeds (in this deed called the “**Existing Provisions**”).
- (B) Indus Associates Limited (Company No 07677812) is the present Principal Sponsoring Employer to the Scheme (in this Deed called the “**Outgoing Principal Employer**”).
- (C) Under Rule 12.3 of the Existing Provisions, the Trustees may at any time under Deed substitute another employer as the Principal Employer to the Scheme.
- (D) The Trustees wish to replace the Outgoing Principal Employer with the New Principal Employer as the Scheme’s Principal Sponsoring Employer.

## Operative provisions

1. In exercise of their powers under Rule 12.3 of the Existing Provisions, the Trustees admit the New Principal Employer to the Trusts of the Scheme as the Scheme’s Principal Employer in replacement of the Outgoing Principal Employer.
2. The New Principal Employer undertakes to perform in all their functions and exercise their powers in accordance with the requirements of the Existing Provisions.
3. Unless the context requires otherwise, meanings assigned to words and expressions in the Existing Provisions shall apply to words and expressions not otherwise defined in this deed.
4. Electronic signatures adopted in accordance with Electronic Signatures Regulation 2002 (SI 2002 No. 318), whether digital or encrypted, by any and all the parties included in this document are intended to authenticate this document and shall have the same force and effect as manual signatures.

5. Delivery of a copy of this document contemplated hereby bearing an original or electronic signature by electronic mail in portable document format (.pdf) form, or by any other electronic means intended to preserve the original graphic and pictorial appearance of a document, will have the same effect as physical delivery of the paper document bearing an original or electronic signature.

The provisions of this deed shall have effect on and from its date.

IN WITNESS OF WHICH this document is executed as a deed and is delivered on the date stated above.

SIGNED and DELIVERED as a DEED by

DocuSigned by:  
 (signature)  
3866395A026E413...

**AMIR AREEHY CHAUDHARY**

As Trustee of the Indus Associates Limited  
ORBS

In the presence of:

Witness Signature:

DocuSigned by:  
  
CD77313E5BC6479...

Witness Name:

Georgina Martin

Witness Address:

1A Park Lane  
Poynton  
Cheshire  
SK12 1RD

SIGNED and DELIVERED as a DEED by

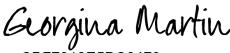
DocuSigned by:  
  
3F02C6AB5889432... (signature)

**TARIQ ISLAM AREEHY**

As Trustee of the Indus Associates Limited  
ORBS

In the presence of:

Witness Signature:

DocuSigned by:  
  
CD77313E5BC6479...  
Georgina Martin

Witness Name:

Witness Address: 1A Park Lane  
Poynton  
Cheshire  
SK12 1RD

SIGNED and DELIVERED as a DEED by

DocuSigned by:  
  
2107AAFC741847B... (signature)

**NAHID KOSAR AREEHY**

As Trustee of the Indus Associates Limited  
ORBS

In the presence of:

Witness Signature:

DocuSigned by:  
  
CD77313E5BC6479...  
Georgina Martin

Witness Name:

Witness Address: 1A Park Lane  
Poynton  
Cheshire  
SK12 1RD

SIGNED and DELIVERED as a DEED by

DocuSigned by:  
 (signature)  
47FA3507529648E...

**ZAFAR ALAM CHAUDHARY**

As Trustee of the Indus Associates Limited  
ORBS

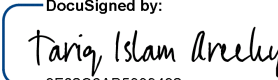
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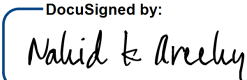
Witness Signature:   
CD77313E5BC6479...

Witness Name: Georgina Martin

Witness Address: 1A Park Lane  
Poynton  
Cheshire  
SK12 1RD

EXECUTED as a DEED, and delivered when  
dated, by **INDUS FOODS LIMITED** acting  
by

Director      Signature:   
Name      :      3F02C6AB5889432...  
Tariq Islam Areehy

Director/      Signature:   
Secretary      Name      :      2107AAFC741847B...  
Nahid K Areehy