

# Schedule 1A

## Service Specific Terms:

The Service Specific Terms set out in this Schedule 1A will apply to the extent that the relevant Service is identified in Schedule 2 as a service Bupa will provide to the Client pursuant to the Agreement.

The Service Specific Terms apply to the Services in addition to the terms set out in the Standard Terms.

### Section 1 Health and Wellbeing Services Terms and Conditions

In this Section 1 the following terms have the following meanings:

**Bupa App:** means Bupa's health and wellbeing app and/or portal (as may be updated or varied from time to time);

**Health and Wellbeing Services:** means the health and wellbeing services described in Schedule 2;

1.1. The Client shall ensure that relevant Eligible Employees are aware that the information that they provide in the Bupa App will only be reviewed at the time of their health assessment and will be used to give them a statistical view of their health. If an Eligible Employee considers that they may have a potentially urgent or serious physical or mental health issue which is new or deteriorating, then they should seek medical advice straight away. The Client acknowledges, and shall ensure that Eligible Employees are aware, that the Health and Wellbeing Services cannot detect all medical problems. If an Eligible Employee develops any new health concerns or symptoms, or a pre-existing medical issue becomes worse, then they should seek further independent medical advice. The Client acknowledges, and shall ensure that Eligible Employees are aware that Health and Wellbeing Services are not intended to replace medical advice and nothing in the Bupa App should be treated as a medical diagnosis or treatment. The Client shall ensure that Eligible Employees are aware that they should not disregard the advice of healthcare professionals they have seen in person in favour of the information contained in the Bupa App or website portal. In particular, they should never stop taking any medications or receiving surgical or medical services or diagnostic tests prescribed or recommended to them by a doctor based solely on the information contained in the Bupa App or the website portal.

1.2 Bupa grants the Client a non-exclusive, irrevocable, non-transferable licence for the number of Eligible Employees specified in Schedule 2 or each Eligible Employee that receives applicable Health and Wellbeing Services (as applicable) to use the Bupa App and associated services/functionality (including the Online Mental Wellbeing programme) for the term that the whole of workforce top up is in place or for 12 months from receipt of the applicable Health and Wellbeing Services (as applicable) in connection with the receipt of the Health and Wellbeing Services.

1.3 Bupa may update, change, temporarily suspend or withdraw (with a suitable replacement put in place) the Bupa App and associated services/functionality (including the Online Mental Wellbeing programme) from time to time without notice to the Client. However, Bupa will use reasonable endeavours to ensure that the functionality isn't materially reduced.

1.4 The Client shall not, and shall procure that its Eligible Employees shall not, attempt to copy, modify, duplicate, create derivative work from, frame, mirror, republish, download, display, transmit or distribute all or any part of the Health and Wellbeing Services in any form or media or by any means; or attempt to reverse compile, disassemble, reverse engineer or otherwise reduce to human perceivable form all or part of the Health and Wellbeing Services.

1.5 The Client shall ensure that Eligible Employees using the Bupa App and associated services/functionality (including the Online Mental Wellbeing programme) shall keep a secure and confidential password for their use of these services.

1.6 The Client shall use reasonable endeavours to prevent unauthorised access to the Health and Wellbeing Services and in the event that the Client becomes aware of any unauthorised access or use of the Health and Wellbeing Services it shall notify Bupa as soon as reasonably practicable and provide reasonable assistance to Bupa to investigate and resolve such unauthorised access.

# Schedule 2A: Health & Wellbeing Services

Client Name: Pearson Education Limited  
 Bupa ID: 3066635  
 Client Group receiving the Services: Pearson Education Limited  
 Email address for service of notices: kevin.lyons@pearson.com

Initial Term:	01 April 2026 - 31 March 2027
Commencement Date:	01 April 2026
Expiry Date:	31 March 2027
Price Review Date:	01 April 2027 and the annual anniversary of this date

Are the Transfer Regulations/TUPE applicable: ~~Yes~~/No

## 1 Services

Bupa App, Digital support for employees (whole of workforce top-up only)
Be.Motivated
Be.Ready
Be.Reassured
Be.Ahead
Breast Health
Colon Health
Coronary Health
Health Mature
DNA Check
Medication Check

## Bupa Be.Well Services

Product Description
Bupa Health Talks
Bupa Onsite Health Checks – Be.Well at Work <ul style="list-style-type: none"> <li>• Be.Healthy at Work Express</li> <li>• Be.Healthy at Work</li> <li>• Be.Healthy at Work+</li> <li>• Be.Motivated at Work</li> <li>• Be.Lifestyle Coached at Work</li> </ul>
Bupa Anytime HealthLine* Whole of workforce top up

## **Service Description**

### **Bupa Services**

12 (twelve) months access to Bupa's 24/7 Anytime HealthLine and Online Mental Wellbeing Programmes for Eligible Employees from the date of their health assessment. The Bupa App is available to Health Assessment ("HA") Eligible Employees only, unless Client has purchased the whole of workforce top up.

### **Be.Motivated**

Are your Eligible Employee's curious about improving their health? Identify opportunities to make some positive lifestyle changes with a health adviser. Plus, get tips on how to make them last.

Key features:

- Consultation with a health adviser to run through some core tests and lifestyle advice, focused on the mind and body
- Two coaching calls
- 12 (twelve) months access to our 24/7 Anytime HealthLine and Online Mental Wellbeing Programmes for Eligible Employees from the date of their health assessment. The Bupa App is available to HA Eligible Employees only, unless you have purchased the whole of workforce top up. On-the-day assessment length around 60 minutes

### **Be.Ready**

Do your Eligible Employees want to know more about their health? To feel empowered to make changes? They can do it with a health adviser and doctor on their side. They'll get expert insight on how they're doing, plus advice on managing any potential health issues.

Key features:

- Consultation with a health adviser to run through some core tests and lifestyle advice, focused on the mind and body
- Up to 30 (thirty) minutes with a doctor – a chance to ask about any health concerns. Male and female specific screenings are available too, if clinically indicated
- Two coaching calls
- 12 (twelve) months access to our 24/7 Anytime HealthLine and Online Mental Wellbeing Programmes for Eligible Employees from the date of their health assessment. The Bupa App is available to HA Eligible Employees only, unless you have purchased the whole of workforce top up. On-the-day assessment length around 90 minutes

### **Be.Reassured**

Something on the mind of your Eligible Employees? Whether it's a health concern that runs in their family or they need extra confidence to make some lifestyle changes, we're here. With extra doctor time we can look at further health risks where clinically indicated. And leave with lasting advice your employees can use.

Key features:

- Consultation with a health adviser to run through some core tests and lifestyle advice, focused on the mind and body
- Up to 60 (sixty) minutes with a doctor. The doctor can choose from additional tests based on health risk. Male and female specific screenings are available too
- Two coaching calls
- 12 (twelve) months access to our 24/7 Anytime HealthLine and Online Mental Wellbeing Programmes for eligible employees from the date of their health assessment. The Bupa App is available to HA Eligible Employees only, unless you have purchased the whole of workforce top up
- On-the-day assessment length around 2 hours

## **Be.Ahead**

Do your Eligible Employees want to push themselves further? They can do it with our most comprehensive plan. With the support of a health adviser, doctor insight, and an advanced fitness test, they'll be armed with the right knowledge to take their wellbeing to the next level.

Key features:

- Advanced fitness test powered by Wattbike – a 30-minute, in-depth look at fitness using a specialised bike, plus a personalised training programme
- Consultation with a health adviser to run through some core tests and lifestyle advice, focused on the mind and body
- Up to 60 (sixty) minutes with a doctor. The doctor can choose from additional tests based on health risk. Male and female specific screenings are available too
- Two coaching calls
- 12 (twelve) months access to our 24/7 Anytime HealthLine and Online Mental Wellbeing Programmes for Eligible Employees from the date of their health assessment. The Bupa App is available to HA Eligible Employees only, unless you have purchased the whole of workforce top up.
- On-the-day assessment length around 2 hours 30 minutes

## **Mammogram**

A mammogram can be added to Be.Reassured Be.Ahead and Mature Health. However, it's not available as a standalone check. This check is suitable for those aged 40 and over.

## **Breast Health**

Our breast health check is suitable for women aged 18 and above.

It involves a series of tests that are designed to help identify any changes or abnormalities in your breasts. While most changes in the breast are not breast cancer, detecting any signs of breast cancer at an early stage can help to make any treatment easier and more effective.

The mammogram component of the breast check is only available for women aged 40+.

What's included?

- Breast check – a physical and visual examination of your breasts by a Bupa doctor.
- Guidance on breast awareness - so that you can check your own breasts and identify any changes or symptoms that might need to be checked by a doctor.
- Mammogram (for women over 40) - an X-ray of both breasts to detect changes in the breast tissue (if eligible)

## **Targeted Cancer Checks**

Your Eligible Employees can get a picture of their current breast and cervical health and any potential concerns in these areas. Then they'll have chance to talk those through with a doctor.

What's included?

- Full consultation including medical history review related to cervical and breast cancer.
- Breast and pelvic examination\* if clinically indicated
- Test for human papilloma virus (HPV) for those aged 25 and over\*
- Cervical smear if clinically indicated^

\*Some tests may only be provided if considered appropriate by the doctor, based on the results of the health questionnaire.

^Smear will be carried out if HPV virus is present, in line with NHS guidelines for best practice.

Your Eligible Employees can get advice on the signs and symptoms of testicular and prostate cancer, plus a PSA blood test and examination if clinically relevant.

What's included?

- Full review of medical history relating to prostate or testicular cancer
- PSA blood test\*
- Prostate and testicular examination\*
- Onward referral during the appointment or once the PSA results are in, if needed

\*Some examinations and tests may only be provided if considered clinically appropriate by the doctor, depending on risk factors and medical history.

### Coronary Check

We'll look for risk of heart disease and identify the main risk factors contributing to it. The relevant Eligible Employee will also leave with practical advice on making positive lifestyle changes.

What's included?

- Key measurements, including: height, weight, BMI, body fat, waist, waist-height, basal metabolic rate, dual arm blood pressures and an ECG, if clinically needed
- Heart rhythm test to detect atrial fibrillation
- Bloods taken to check cholesterol levels
- An action plan to reduce risks through positive lifestyle choices
- Doctor consultation to talk through any concerns and your suitability for the scan
- CT coronary calcium scan of the heart to more accurately assess cardiac risk. **Note:** this may take place at a different location and on a separate day to the consultation
- If it's not possible to go ahead with the scan, the doctor will offer advice and a referral if needed
- Conversation with a Bupa doctor on the test results. They'll also run through available treatment options and next steps if necessary

### Colon Health

Using a specialised CT scan to create images of your bowel, we look for signs of bowel cancer and polyps. Polyps are small growths that may need monitoring and sometimes removing.

What's included?

- Pre-check information pack
- Doctor consultation to talk through any concerns and your suitability for the scan
- CT scan of colon and rectum if appropriate. **Note:** this may take place at a different location and on a separate day to the consultation
- If it's not possible to go ahead with the scan, the doctor will offer advice and a referral if needed
- Conversation with a Bupa doctor on the test results. They'll also run through next steps if necessary

Recommended for:

- Men and women aged 45 and over\*
- Those who are low risk (used as an initial screening)

\*Not recommended for those with symptoms and/or a strong family history of bowel cancer. Alternative tests may be more appropriate.

### Mature Health

When reaching 65, different health concerns can play on the mind. We can give Eligible Employees some reassurance on how they're doing by looking at your health and lifestyle.

What's included?

- A test to detect abnormal heart rhythm
- Set of pathology tests and same-day results
- Mature muscle, bone and joint assessment – designed with those over 65 in mind
- Advice on concerns like prostate and breast health
- Two lifestyle coaching calls

## DNA Health Check

Helps individuals identify their genetic risk combined with a health assessment outcome to provide the best screening recommendations

A DNA Health Check looks at your genetic risk of developing conditions like breast or prostate cancer, heart disease and type 2 diabetes, so you can take steps to stay healthier for longer.

The test combines your DNA with a health check to give you a personalised Polygenic Risk Score (PRS). This shows how your genes may affect your health and how some lifestyle changes could make a difference.

We will provide a test for conditions that support our current screening pathways for:

- Breast Cancer risk (female at birth)
- Prostate Cancer risk (male at birth)
- Cardiovascular Disease risk
- Type 2 diabetes risk

### Eligibility

- Female at birth 40-69 / Male at birth 45-69
- No personal history or symptoms of breast cancer or prostate cancer
- Not pregnant or breastfeeding
- If Type 2 diabetic or history of cardiovascular disease, the health assessment GP may request that these are not tested for.
- Not have had a bone marrow or stem cell transplant in the past
- Not to have had a blood transfusion in the last 4 weeks
- UK resident (mainland only - excluding NI)

### Key components

- Saliva test kit
- Summary for customer, and clinical report
- Virtual GP appointment to discuss the results

## Medication Check

Your DNA holds information about how you might respond to certain medicines.

People process medicines differently, and this can affect how well some of them work for you. Your body may process medicine quickly or slowly, and this can reduce how effective it is, or increase the risk of side effects.

Pharmacogenomic testing looks for variations in genes that could affect your body's response to over 100 common medicines.

What we test for;

Over 100 medications that are frequently used to treat conditions such as diabetes, mental health, cardiovascular diseases and pain management.

### Eligibility

- Over 18 years old
- UK resident
- Not have had a bone marrow, stem cell, liver or kidney transplant in the past
- not had a blood transfusion in the last 4 weeks

### Key components

- Saliva test kit via post
- Summary for customer, and clinical report for healthcare professional
- Optional virtual GP appointment to discuss the results

## **Bupa Be.Well Services**

### **Bupa Health Talks**

If agreed between the parties in writing, Bupa shall provide Health Talks as detailed below and the Charges below shall apply.

Let us inspire your employees with a range of health talks delivered by our expert advisers at your workplace or as a webinar. Simply choose a time, date and topic that suits you.

### **Your options**

Choose from 18 topics, all based on the modules available throughout our health and wellbeing plans:

- Male Health
- Female Health
- Menopause
- Improving Sleep
- Exercise and nutrition for healthy living
- Optimising your musculoskeletal health
- Mental health awareness
- Building resilience
- Men's mental health
- Managing stress
- Preventing burnout
- Creating healthy habits: setting yourself up for success
- Managing team wellbeing
- Managing working relationships
- Resilience in leadership
- Preventing burnout in leadership
- Emotional intelligence
- Supporting working parents

NB: Bespoke and tailored talks are available at additional cost

## Bupa Onsite Health Checks – Be.Well at Work

			
<b>Be.Healthy at Work Express</b>	<b>Be.Healthy at Work</b>	<b>Be.Healthy at Work+</b>	<b>Be.Motivated at Work</b>
Up to 42 employees per day	Up to 21 employees per day	Up to 11 employees per day	Up to 8 employees per day
<b>Health adviser</b>	<b>Health adviser</b>	<b>Health adviser</b>	<b>Health adviser</b>
<ul style="list-style-type: none"> <li>10 minutes of tests</li> </ul>	<ul style="list-style-type: none"> <li>20 minutes of tests</li> </ul>	<ul style="list-style-type: none"> <li>30 minutes of tests</li> </ul>	<ul style="list-style-type: none"> <li>45 minutes of tests</li> </ul>
<b>Key tests</b>	<b>Be.Healthy at Work Express tests PLUS</b>	<b>Be.Healthy at Work tests PLUS</b>	<b>All health check tests PLUS</b>
<ul style="list-style-type: none"> <li>Blood pressure check</li> <li>Height</li> <li>Weight</li> <li>BMI</li> <li>Waist measurement</li> <li>Waist to height ratio</li> <li>12 months access to Bupa Be.Me wellness app</li> </ul>	<ul style="list-style-type: none"> <li>Full cholesterol check</li> <li>Diabetes blood test</li> <li>12 months access to Bupa Be.Me wellness app</li> </ul>	<ul style="list-style-type: none"> <li>Body composition</li> <li>Cardiovascular risk assessment</li> <li>Diabetes risk assessment</li> <li>5 Steps to Wellbeing</li> <li>Lifestyle advice</li> <li>12 months access to Bupa Be.Me wellness app</li> </ul>	<ul style="list-style-type: none"> <li>Lung age assessment for current smokers</li> <li>Mobility and flexibility review</li> <li>Mental wellbeing assessment</li> <li>Depression and anxiety screening questionnaire</li> <li>Goal setting</li> </ul>
<b>Be.Lifestyle coached at work</b>			<b>Follow-up support</b>
<p>Expert lifestyle coaching on areas chosen by the employee. Available for up to 21 employees per day.</p>		<ul style="list-style-type: none"> <li><b>Health adviser</b> <ul style="list-style-type: none"> <li>20 minutes of tailored advice</li> </ul> </li> <li><b>Follow-up support</b> <ul style="list-style-type: none"> <li>Two lifestyle coaching calls</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Two lifestyle coaching calls</li> <li>A personalised health report</li> <li>12 months access to Bupa Be.Me wellness app</li> <li>Access to our health and wellbeing support email series</li> </ul>

We will send you a handy promotional toolkit and all the information you need to help you promote the checks in your workplace.

### Bupa Anytime HealthLine 24/7, 365 day service

- Eligible Employees can speak directly to a qualified nurse for guidance and reassurance
- Unlimited calls with no time limits
- Eligible Employees can ask about their own health or a family member's\*

\*Spouse/partner and dependent children up to age 18 or 23 if in full time education. The Eligible Employee must be the one who initiates the call.

### Simple and efficient booking:

We'll manage the invitation process to make sure that Eligible Employees are invited to take up the right health and wellbeing plan at the appropriate time.

### Booking:

- We'll share a link that can be circulated for employees to book in.
- Eligible Employees can book their health assessment online, making it more convenient for all.
- Each Eligible Employee will get to choose the date and time.
- Once booked, the relevant Eligible Employee will get an instant confirmation email and then an invite to complete their pre assessment questionnaire, where relevant.

## 2 Charges:

All Charges are exclusive of VAT, which if applicable, shall be charged at the prevailing rate.

### 2.1 Bupa Health & Wellbeing Services Pricing

#### Bupa Health & Wellbeing Plans

Product Description	Price
Be.Motivated	£189
Be.Ready	£455
Be.Reassured	£574
Be.Reassured + Mammography	£726
Be.Reassured + Colon	£1643
Be.Reassured + Colon + Coronary	£2617
Be.Reassured + Colon + Coronary + Mammography	£2769
Be.Reassured + Colon + Mammography	£1795
Be.Reassured + Coronary	£1548
Be.Reassured + Coronary + Mammography	£1700
Be.Ahead	£766
Be.Ahead + Mammography	£918
Be.Ahead + Colon	£1835
Be.Ahead + Colon + Coronary	£2809
Be.Ahead + Colon + Coronary + Mammography	£2961
Be.Ahead + Colon + Mammography	£1987
Be.Ahead + Coronary	£1740
Be.Ahead + Coronary + Mammography	£1892
Targeted Cancer Check	£213
Targeted Cancer Check + Mammography	£360

### 2.2 Additional Charges

Expenses such as overtime & travel will be charged at cost as agreed between Bupa and Client in advance.

### 2.3 Cancellation & Re-schedule Fees

The following cancellation charges shall apply:

Bupa Health & Wellbeing Plans & Specific Health Checks Cancellation Charges:

Notice Period of Cancellation	Percentage of Price Payable or Price Payable
Less than 120 hours	£75
Less than 24 hours	100%

Bupa Health Talks and Onsite Checks Cancellation Charges:

Notice Period of Cancellation	Percentage of Price Payable or Price Payable
Less than 2 weeks	50%
Less than 5 days	100%
Where days need to be rescheduled due to issues outside of the Client's control, we will only pass on any costs that have already been incurred by Bupa.	

Charges do not apply in the event that appointments are cancelled by Bupa.

### 2.4 Invoicing & Payments

Online retrieval of invoices, statements and correspondence is available. Payment should be made by BACS into the account detailed below. For day-rate Services invoices will be issued one day after booking.

We're able to provide invoices in electronic and/or paper format on a monthly basis. Our invoicing terms are 30 (thirty) days from date of invoice.

### 2.5 Bupa Bank Details

Account Name: Bupa Occupational Health Limited  
Account number: 15510549  
Sort Code: 60-80-08

Natwest  
1 Fleet Street  
London  
EC4Y 1BD