

*Scientific Reports*  
The Macmillan Building  
4 Crinan Street  
London  
N1 9XW  
1<sup>st</sup> September 2017

Dear Prof. Mossa

On behalf of Nature Research, a division of Springer Nature Ltd (“NR”), I am pleased to welcome you as an Editorial Board Member (“EBM”) for *Scientific Reports* (the “Journal”). For good and valuable consideration, the receipt and sufficiency of which is acknowledged, each party agrees as follows:

1. Your appointment as an EBM shall commence on the date of this letter and continue for an initial term of twelve months and subject to the remaining terms of this agreement, shall automatically renew for further 12 month periods unless or until terminated by NR giving you not less than 30 days notice in writing.
2. Your EBM responsibilities include, but are not limited to, the following:
  - a. Peer-reviewing suitable papers as/when necessary by the publishing team of *Scientific Reports* and providing feedback on this within 48 hours;
  - b. Recommending potential EBMs or reviewers for papers if the manuscript is outside of scope;
  - c. Carrying out the editorial services promptly with due skill and diligence and following the *Scientific Reports* editorial guidelines;
  - d. promptly notifying NR of any suspected plagiarism, malpractice or author disputes relating to submitted or reviewed articles;
  - e. Complying with all applicable laws, regulations and codes relating to anti-bribery and anti-corruption including but not limited to the Bribery Act 2010 and complying with NR’s anti-bribery and corruption policy as amended from time to time (and currently available at [www.springernature.com](http://www.springernature.com)). Breach of this clause by you may, at the sole discretion of NR, be deemed a material breach incapable of cure.
3. Any existing business relationships that might lead to a conflict of interest have been disclosed to NR in writing prior to this appointment and you shall promptly notify NR in writing regarding any new circumstance that might lead to a conflict of interest during the term.
4. All intellectual property rights and goodwill in the Journal shall remain the sole legal and beneficial property of NR and by this agreement you assign absolutely to NR (where applicable by way of present assignment of future rights) with full title guarantee the intellectual property rights in all material created by you in your capacity as an EBM for the Journal. You waive all rights under Chapter IV Copyright, Designs and Patents Act 1988 (and under any other applicable rules or legislation anywhere in the world) and any other moral rights arising from the authorship of any existing or future copyright work in providing the EBM services.

5. You may submit manuscripts for consideration at the Journal but this will be subject to the usual process and policies.
6. This Agreement may be immediately terminated by NR at any time by written notice to you in the following events (but without prejudice to the rights and remedies of NR for any breach of this Agreement):
  - a. should you fail to meet any of the provisions of this Agreement and fail to remedy the breach (where capable of remedy) within 15 days;
  - b. if you become bankrupt or suffer a similar action in consequence of debt;
  - c. you are guilty of any conduct which brings or, in NR's reasonable opinion is likely to bring, either NR, the EBM or the Journal into disrepute.
7. On termination of this Agreement the EBM shall; (a) immediately cease to identify or publicise any affiliation or connection with the Journal; and (b) ensure the smooth transfer of the provision of editorial services provided under this Agreement to a third party or to NR.
8. You undertake that you shall not at any time during this agreement, and for a period of five years after termination of this agreement, disclose to any person or party any confidential information concerning the business, affairs, customers, authors or suppliers of NR, except as may be required by law, court order or any governmental or regulatory authority. You shall not use any of NR's confidential information for any purpose other than to perform your obligations under this agreement.
9. This is not an employment agreement and furthermore you are not a partner or agent of NR. You may not assume, create or incur any liability or obligation on behalf of NR or fulfil any management function at NR. This Agreement is personal to you and you may not assign the rights or obligations under this Agreement without the written consent of NR.
10. This agreement shall be subject to English Law and both parties submit to the exclusive jurisdiction of the English courts.

Sincerely,



Dr Richard White  
Chief Editor  
*Scientific Reports*