

**NORTHPARKES MINES PURCHASE ORDER GENERAL CONDITIONS
FOR
SERVICES (& ASSOCIATED GOODS)**

TABLE OF CONTENTS

<p>1. Definitions and interpretation</p> <p>1.1 Definitions</p> <p>1.2 Interpretation</p> <p>1.3 Joint Venture</p> <p>2. Evidence of Contract and precedence of documents</p> <p>2.1 Contract</p> <p>2.2 Precedence of Contract documents</p> <p>2.3 Entire agreement</p> <p>2.4 Amendment to be in writing</p> <p>3. Accuracy of information</p> <p>3.1 No representation by Company</p> <p>3.2 Service Provider satisfied with accuracy</p> <p>3.3 No relief</p> <p>3.4 Company not liable</p> <p>4. Performance by Service Provider</p> <p>5. Service Provider's warranties</p> <p>5.1 Service Provider's warranties</p> <p>5.2 Copies of trade warranties</p> <p>6. Defects liability</p> <p>6.1 Correction of deficient Services</p> <p>6.2 Warranty</p> <p>6.3 Commencement of Defects Liability Period</p> <p>6.4 Rectification of defects</p> <p>6.5 Service Provider failure to rectify</p> <p>7. Term</p> <p>8. Representatives</p> <p>8.1 Performance</p> <p>8.2 Company Representative</p> <p>8.3 Service Provider Representative</p> <p>9. Delivery, title and risk</p> <p>9.1 Delivery</p> <p>9.2 Title</p> <p>9.3 Risk</p> <p>10. Contract Price</p> <p>10.1 Contract Price</p> <p>10.2 Contract Price to be inclusive</p> <p>10.3 Greenhouse gas emissions</p> <p>11. Taxes</p> <p>11.1 Taxes (including Indirect Transaction Taxes)</p> <p>11.2 Withholding Taxes</p> <p>11.3 Customs and Excise Duties</p>	<p>11.4 Survival</p> <p>11.5 International contracts only</p> <p>12. Payments to Service Provider</p> <p>12.1 Method of payment</p> <p>12.2 Invoices</p> <p>12.3 Payment of Invoices</p> <p>12.4 Disputed Invoices</p> <p>12.5 Errors or exceptions in invoicing</p> <p>12.6 Security of Payment</p> <p>13. PPSA</p> <p>13.1 Meaning of terms</p> <p>13.2 Further assurance</p> <p>13.3 PPSA exclusions</p> <p>13.4 Permitted disclosure</p> <p>13.5 Survival of obligation</p> <p>14. Deduction from payments</p> <p>14.1 Deductions</p> <p>14.2 Deductions and withholdings required by law</p> <p>14.3 Notification of withholding or deductions</p> <p>14.4 Survival of Clause</p> <p>15. No minimum purchase or exclusivity</p> <p>15.1 No minimum purchase</p> <p>15.2 No exclusivity</p> <p>16. Service Provider Personnel</p> <p>16.1 Service Provider Personnel</p> <p>16.2 Engagement of Personnel</p> <p>16.3 Company may object to Personnel</p> <p>17. Packing, despatch and transport</p> <p>17.1 Service Provider responsible</p> <p>17.2 Where Company to arrange transport</p> <p>17.3 Preparation for transport</p> <p>17.4 Notification of despatch dates</p> <p>18. Inspection</p> <p>18.1 Inspection</p> <p>18.2 Access</p> <p>18.3 Cost of inspections</p> <p>19. Health, safety and environment</p> <p>19.1 Application of Clause</p> <p>19.2 Service Provider acknowledgement</p> <p>19.3 Compliance with health, safety and environmental laws, policies and standards</p> <p>19.4 Health, Safety and Environmental Management Plan</p>
---	--

- 19.5 Induction courses
- 19.6 Service Provider to remain liable
- 19.7 Removal from Site
- 19.8 Right of audit by Company
- 19.9 Action by Service Provider
- 20. Access to Site**
 - 20.1 Access
 - 20.2 Service Provider obligations
 - 20.3 Right to deny access
 - 20.4 No exclusive possession
- 21. Compliance with Company policies**
- 22. Laws**
 - 22.1 Compliance with laws
 - 22.2 Consequences of breach
- 23. Force Majeure**
 - 23.1 Notice of Force Majeure
 - 23.2 Force Majeure notice
 - 23.3 Obligation to remedy and mitigate
- 24. Insurances**
 - 24.1 Service Provider Insurances
 - 24.2 General and Product Liability Insurance
 - 24.3 Workers' Compensation and Employer's Liability Insurances
 - 24.4 Service Provider's Plant and Equipment
 - 24.5 Goods in transit
 - 24.6 Motor Vehicle/Automobile Third Party Liability Insurance
 - 24.7 Professional Indemnity Insurance
 - 24.8 Marine Insurance
 - 24.9 Aviation Insurance
 - 24.10 Insurance terms
 - 24.11 Notification under Service Provider's policy
 - 24.12 Sub-contractors' insurance
 - 24.13 Insurance claims and payment of insurance excess
 - 24.14 Survival of Clause
- 25. Indemnities**
 - 25.1 Acknowledgement
 - 25.2 Indemnity
 - 25.3 Exclusions
 - 25.4 Indemnity continuing
 - 25.5 No requirement for expense before enforcing indemnity
- 26. Consequential Loss**
 - 26.1 Consequential Loss
 - 26.2 Exclusions from Consequential Loss
- 27. No fault termination**
 - 27.1 Termination for convenience
 - 27.2 Service Provider compensation
- 28. Service Provider Default**
 - 28.1 Service Provider Default Notice
 - 28.2 Termination for Service Provider Default
 - 28.3 Cost of completing the Services
- 29. Termination generally**
 - 29.1 Obligations upon receipt of termination Notice
 - 29.2 Obligations upon termination
 - 29.3 Termination general
- 30. Dispute Resolution**
 - 30.1 Dispute
 - 30.2 Dispute Representatives to seek resolution
 - 30.3 Performance of obligations during Dispute
 - 30.4 Urgent interlocutory relief
- 31. Confidentiality**
 - 31.1 Obligation of confidentiality
 - 31.2 Exceptions
 - 31.3 Breach of consent
 - 31.4 Indemnity
 - 31.5 Additional obligations
 - 31.6 Return of Confidential Information
 - 31.7 Survival of Clause
- 32. Intellectual Property Rights**
 - 32.1 Service Provider Intellectual Property Rights
 - 32.2 Third party Intellectual Property Rights
 - 32.3 Indemnity
 - 32.4 Procurement of Intellectual Property Rights
 - 32.5 Procedure where Intellectual Property Rights cannot be procured
- 33. Notices**
 - 33.1 Form of Notices
 - 33.2 Notices deemed given
 - 33.3 Service of documents
- 34. Modern Slavery**
 - 34.1 Modern Slavery warranties
 - 34.2 Modern Slavery reporting and audit
 - 34.3 Action by the Service Provider
 - 34.4 Notice
 - 34.5 Termination
 - 34.6 Confidentiality
 - 34.7 Survival of Clause
- 35. Compliance with the Code of Conduct Policy and Core Contractor compliance training**
 - 35.1 Northparkes Code of Conduct Policy
 - 35.2 Core Contractor compliance training
- 36. Costs**
 - 36.1 Each Party to bear its own costs
 - 36.2 Stamp duty
- 37. Status of Service Provider**
 - 37.1 Independent contractor
 - 37.2 Partnership and joint venture suppliers
- 38. Assignment and sub-contracting**
 - 38.1 Consent required
 - 38.2 Obligations survive assignment or sub-contract
 - 38.3 Status of Sub-contractor
- 39. Privacy and data protection**
 - 39.1 Personal Information
 - 39.2 Warranty



- 39.3 Data protection
- 39.4 Individual complaints
- 39.5 Service Provider indemnity
- 39.6 Survival of Clause
- 40. Waiver**
- 41. Further assurances**
- 42. Severability**
 - 42.1 Severability
 - 42.2 Negotiation in good faith
- 43. Governing law**

1. Definitions and interpretation

1.1 Definitions

In these General Conditions and the Contract the following terms have the meanings set out below:

Associated Goods means the goods (if any) identified in the Key Terms or a Purchase Order that are to be supplied by the Service Provider as part of the Services.

Business Day means a day on which banks are open for business in the place in respect of which an obligation is to be performed or, in respect of Clause 33, the place to which a Notice is sent.

Claim means any action, suit, proceeding or demand of any kind.

Company is defined in the Key Terms or a Purchase Order.

Company Competencies is defined in Clause 19.5(b).

Company Completion Costs is defined in Clause 28.3.

Company Induction Courses is defined in Clause 19.5(a).

Company Representative is, initially, the representative of the Company named in the Key Terms or a Purchase Order or otherwise notified by the Company from time to time, and includes:

- (a) such other person as the Company may, in writing, substitute for that representative; or
- (b) any person authorised by that representative to perform any of that representative's powers, duties, discretions or authorities.

Company's Personal Information means the Personal Information that the Company transfers to the Service Provider from time to time in connection with the Contract.

Confidential Information means the Contract, and any information (in whatever form) or Documentation of a confidential nature (or which the Service Provider or its Personnel ought reasonably to know to be confidential) which relates to the business, affairs or activities of the Company (including in relation to the Services) and which:

- (a) is disclosed to the Service Provider or its Personnel by or on behalf of the Company;
- (b) is generated by the Service Provider or its Personnel in performing the Services; or
- (c) otherwise comes to the knowledge of the Service Provider or its Personnel.

Consequential Loss means the following losses, regardless of whether such losses arise in contract (including under the Contract), in tort (including in negligence), under statute, in equity, by way of indemnity or otherwise:

- (a) loss of profit or anticipated profit;
- (b) loss of revenue or anticipated revenue;
- (c) loss of business opportunity or contract;
- (d) loss of or damage to goodwill, reputation, future reputation or publicity; or

- (e) cost of obtaining new financing or maintaining existing financing (including interest payments).

Contract is defined in Clause 2.1.

Contract Price is defined in Clause 10.1.

Corporations Act means the *Corporations Act 2001* (Cth).

Customs Duties means any tax or tariff imposed, claimed, levied or assessed by, or payable to, any Government Agency in relation to the import or export of Goods.

Deducted Amount is defined in Clause 14.2(a).

Defects Liability Period means (as applicable) the period identified as such in the Key Terms or a Purchase Order or, where such period is not identified in the Key Terms or a Purchase Order, the period of 1 year following the receipt of a particular Associated Good by the Company.

Delivery Point means the place identified in the Key Terms or a Purchase Order for delivery of any Associated Goods.

Dispute is defined in Clause 30.1.

Dispute Notice is defined in Clause 30.1.

Dispute Representative is defined in Clause 30.2(a).

Documentation includes plans, designs, Drawings, calculations, engineering information, data, specifications, sketches, notes, samples, reports, maps, accounts, operating manuals, training materials and any other material specified in the Contract (and whether embodied in tangible or electronic form).

Drawings means the drawings (if any) referred to in the Contract and includes such drawings as may from time to time be supplied to the Service Provider by the Company for the purposes of the Contract and any Service Provider Drawings.

Encumbrance means any security for the payment of money or performance of obligations, including a mortgage, charge, lien, pledge, trust, power or title retention or flawed deposit arrangement and any "security interest" as defined in sections 12(1) or (2) of the PPSA, or any agreement to create any of them or allow them to exist.

Excise Duties means any tax imposed, claimed, levied or assessed by, or payable to, any Government Agency in relation to the production or manufacture of Goods.

Facilities means any accommodation, sustenance, transportation, medical or toilet facilities.

Force Majeure means an event or cause which is beyond the control of the Party claiming force majeure, not able to be overcome by the exercise of reasonable care, proper precautions and the consideration of reasonable alternatives with the intention of avoiding the effects of the force majeure by that Party, and which could not have been reasonably foreseen, and includes (subject to satisfying the requirements of the foregoing):

- (a) an act of God (other than adverse weather);
- (b) cyclones, fire, flood;
- (c) acts of war, acts of public enemies, terrorist acts, riots or civil commotions;

- (d) pandemics, epidemics; or
- (e) sanctions, acts of governments and authorities.

Government Agency means any government or governmental, semi-governmental, administrative, municipal, fiscal or judicial body, department, commission, authority, tribunal, agency or entity.

HSE Management Plan(s) is defined in Clause 19.4(a).

HSE Policies and Standards is defined in Clause 19.3(a).

Indemnified Parties is defined in Clause 25.2(a).

Indirect Transaction Taxes means any value added tax, goods and services tax or similar tax including, without limitation, sales, use or consumption taxes, imposed, claimed, levied or assessed by, or payable to, any Government Agency, but does not include any related penalty, fine or interest thereon.

Input Tax Credit means any entitlement to a credit for, or offset against, reduction in or refund of, Indirect Transaction Taxes, in relation to any acquisition or the receipt of any supply.

Intellectual Property Rights means all industrial and intellectual property rights whether protectable by statute, at common law or in equity, including all copyright and similar rights which may subsist or may hereafter subsist in works or any subject matter, rights in relation to inventions (including all patents and patent applications), trade secrets and know-how, rights in relation to designs (whether or not registerable), rights in relation to registered or unregistered trade marks, circuit layout designs and rights in relation to circuit layouts, but excludes non-assignable moral rights and similar non-assignable personal rights of authors and producers.

Joint Venture means an unincorporated joint venture, if any, on behalf of which the Company is a Party to the Contract as agent.

Joint Venturers means, in respect of a Joint Venture, the participants in that Joint Venture.

Key Terms means the document titled "Key Terms" (if any) forming part of the Contract, but not including the Schedules to that document.

Liabilities means damages, Claims, losses, liabilities, costs and expenses of any kind, and including any legal costs awarded against or incurred by a Party.

Modern Slavery means any activity, practice or conduct that would constitute an offence in relation to slavery, forced labour, involuntary servitude, debt bondage, human trafficking, and other slavery-like exploitation as prohibited under all applicable anti-slavery and human trafficking laws from time to time in force including but not limited to the *Modern Slavery Act 2018* (Cth) and the *Criminal Code Act 1995* (Cth), sch 1, divisions 270 and 271. For the avoidance of doubt, Modern Slavery includes any conditions or practices similar to those prohibited under those laws, statutes, regulations and codes.

Notifiable Data Breach occurs when there is either:

- (a) any loss of personal information; or
- (b) any unauthorised access to or disclosure of personal information;

and a reasonable person would believe that the loss or unauthorised disclosure is likely to cause serious harm to the individual to whom that personal information relates.

Official includes:

- (a) any officer or employee of any Government Agency, or any person acting in an official capacity on behalf of any such Government Agency;
- (b) any officer, employee or official of a political party;
- (c) any candidate for political office; or
- (d) any officer or employee of a public international organisation (for example, the United Nations, IMF or World Bank).

Party means a party to the Contract.

Payment Act means the *Building and Construction Industry Security of Payment Act 1999* (NSW).

Personal Information has the meaning given to it in the Privacy Act.

Personnel means:

- (a) in relation to the Service Provider, any of its employees, Sub-contractors (including Sub-contractors' Personnel), agents and representatives involved either directly or indirectly in the performance of the Services;
- (b) in relation to the Company, any of its past or present officers, employees, agents (including, for the purposes of Clause 25, the entity entering into the Contract for and on behalf of Joint Venturers (if applicable) and that entity's past or present officers, employees, agents or representatives) or representatives; and
- (c) in relation to a Sub-contractor, any of its employees, agents or representatives involved either directly or indirectly in the performance of the Services.

PPSA means the *Personal Property Securities Act 2009* (Cth).

Privacy Act means the *Privacy Act 1988* (Cth).

Processing means collecting, holding, using, transferring, destroying and any other dealing.

Purchase Order means an individual purchase order issued by the Company to the Service Provider in respect of the performance of Services or the provision of Associated Goods which shall be subject to the terms of the Contract.

Related Body Corporate has the meaning given in the Corporations Act.

Service Provider means the Party (as identified in the Key Terms or a Purchase Order) responsible for performing the Services.

Service Provider Default Notice is defined in Clause 28.1(a).

Services Provider Drawings means any and all drawings prepared by the Service Provider or any of its Sub-contractors in connection with the Contract including drawings relating to any Associated Goods (including spares) supplied under the Contract.

Service Provider Insurances is defined in Clause 24.1.

Service Provider Representative means the representative of the Service Provider named in the Key Terms or a Purchase Order.

Services means the work identified in the Key Terms or a Purchase Order to be performed by the Service Provider and includes the supply of Associated Goods (if any).

Site means the Company's premises identified in the Key Terms or a Purchase Order.

Special Conditions means the special conditions set out in Schedule A (Special Conditions) (if any).

Specifications means the specifications for the Services and any modification of those specifications as directed by the Company Representative in accordance with the Contract.

Sub-contractor means any person engaged by the Service Provider in accordance with Clause 38.1 to perform all or any part of the Services on behalf of the Service Provider.

Supply Chain means all steps and processes involved in the provision of the Services to the Company, commencing with the sourcing of the Services and finishing with the utilisation of the Services by the Company.

Tax or Taxes means, unless the contrary intention is expressed, any and all taxes, including, without limitation, Indirect Transaction Taxes, excise, stamp, documentary, customs, import/export, payroll, personal, property, real property, interest equalisation, business, occupation, turnover, income, corporation, capital, profits, gains, gross receipts taxes or duties, or other taxes, fees, withholdings, imposts, levies, duties or other charges of any nature whatsoever or whensoever, together with any penalties, fines or interest thereon or similar additions thereto, imposed, levied or assessed by any Government Agency or otherwise payable.

Tax Invoice means an invoice or other document, including without limitation a credit note or debit note, in a form that is valid under the applicable law of the jurisdiction in which a liability to pay Indirect Transaction Taxes is imposed, claimed, levied or assessed, which must be held by a person for that person to be able to claim Input Tax Credits.

Term is defined in Clause 7.

1.2 Interpretation

Headings are for convenience only and do not affect interpretation. The following rules apply unless the context requires otherwise:

- (a) The singular includes the plural and conversely.
- (b) A gender includes all genders.
- (c) If a word or phrase is defined, its other grammatical forms have a corresponding meaning.
- (d) The meaning of general words is not limited by specific examples introduced by **including** or **for example**.
- (e) A reference to a person, corporation, trust, partnership, unincorporated body or other entity includes all of them.
- (f) A reference to a person or a Party includes a reference to that person's or Party's

executors, administrators, successors, substitutes (including persons taking by way of novation), assigns (in the case of a person) and permitted assigns (in the case of a Party).

- (g) A reference to a Clause is a reference to a clause of these General Conditions.
- (h) A reference to an Act or legislation, includes a modification or re-enactment of it, a legislative provision substituted for it and a regulation or statutory instrument issued under it.
- (i) A reference to *use* in the context of dealing with Intellectual Property Rights includes using, exploiting, copying, adapting, creating derivative works, developing, modifying, disclosing and communicating
- (j) A reference to conduct includes, without limitation, an omission, statement or undertaking, whether or not in writing.
- (k) Where it is provided that the Service Provider will perform any act or provide any thing at its cost, this means the Service Provider will not be entitled to any additional compensation for such act or thing and the cost will be deemed to be included in the Contract Price.
- (l) References to the Services shall be deemed to include any Associated Goods.

1.3 Joint Venture

If the Company enters into, and is a party to, the Contract for and on behalf of Joint Venturers under a Joint Venture, then the following paragraphs apply:

- (a) The Company is a party to the Contract as agent severally for each of the Joint Venturers in their respective percentage interests in the Joint Venture.
- (b) The Parties acknowledge and agree that:
 - (i) the obligations and liabilities of the Joint Venturers to the Service Provider are several only (and will not be, nor be construed to be, either joint or joint and several), in accordance with the Joint Venturer's respective percentage interest from time to time in the Joint Venture;
 - (ii) the percentage interests of the Joint Venturers, and the identity and number of Joint Venturers, may change from time to time and the Company may at any time without the consent of the Service Provider assign its rights and obligations under the Contract to an incoming agent or manager on behalf of the Joint Venturers;
 - (iii) the rights and remedies in and under the Contract may be exercised by the Company for and on behalf of the Joint Venturers;
 - (iv) the benefit of the respective duties and obligations of the Service Provider under the Contract are deemed to enure to each of the Joint Venturers, and the Company is severally authorised to enforce those duties and obligations on the Joint Venturers' behalf;

- (v) all Notices to be given or made pursuant to the Contract relating to the Joint Venture may be given or made (as the case requires) by the Company on behalf of the Joint Venturers or any one or more of them;
- (vi) in dealing with the Joint Venturers, for all purposes under or in connection with the Contract (including, for the avoidance of doubt, any Purchase Order), the Service Provider must deal only with the Company; and
- (vii) the Company will not be liable for the failure of the Joint Venturers (or any one or more of them) to perform its or their obligations under the Contract.

2. Evidence of Contract and precedence of documents

2.1 Contract

The **Contract** consists of the following documents:

- (a) the Key Terms (if any);
 - (b) Schedule A (Special Conditions)(if any);
 - (c) these General Conditions;
 - (d) the Purchase Order(s);
 - (e) any other Schedules or Annexures; and
- any other document which is attached to, or incorporated by reference in, the documents listed in (a) to (e) above.

2.2 Precedence of Contract documents

If there is any conflict or inconsistency between the documents constituting the Contract, unless otherwise provided, the documents will rank in order of precedence in accordance with the order in which they are listed in Clause 2.1.

2.3 Entire agreement

- (a) The Contract contains the entire agreement between the Company and the Service Provider with respect to its subject matter and supersedes all prior communications and negotiations between the Company and the Service Provider in this regard, unless those communications expressly form part of the Contract.
- (b) No terms or conditions submitted by either party that are in addition to, different from or inconsistent with those contained herein or in the Purchase Order, including, without limitation, the Service Provider's printed terms and conditions, and any terms and conditions contained in any Service Provider's quotation, invoice, order acknowledgment, confirmation, acceptance, bill of lading or other instrument, shall be binding upon either party unless specifically and expressly agreed to in a writing signed by duly authorised representatives of both parties.

2.4 Amendment to be in writing

No amendment or variation of the Contract is valid or binding on a Party unless made in writing and signed by the Service Provider and the Company.

3. Accuracy of information

3.1 No representation by Company

The Company has endeavoured and will continue to endeavour (without being obliged to do so) to ensure the accuracy of any information provided to, or obtained by, the Service Provider or its Personnel through a conducted Site visit, a pre-bid conference or otherwise obtained by the Service Provider or its Personnel from or on behalf of the Company. However, the Company does not warrant or guarantee the accuracy, sufficiency or otherwise of such information and disclaims all responsibility for it. The Parties acknowledge that any information so provided is for the convenience of the Service Provider only and does not form part of the Contract unless otherwise expressly agreed by the Parties in writing.

3.2 Service Provider satisfied with accuracy

The Service Provider agrees that it has satisfied itself as to the accuracy of any information given to it at any time prior to the execution of the Contract and accepts full responsibility for any use by it of such information including, without limitation, responsibility for any conclusions drawn by it from such information.

3.3 No relief

Failure by the Service Provider to do all or any of the things it is deemed to have done under this Clause 3 will not relieve the Service Provider from any of its obligations under the Contract.

3.4 Company not liable

The Company is not liable for any Liabilities incurred or suffered by the Service Provider as a result of its reliance in any way upon any information given to it by the Company.

4. Performance by Service Provider

The Service Provider must perform the Services in accordance with the terms of the Contract and in consideration of the payment of the Contract Price by the Company.

5. Service Provider's warranties

5.1 Service Provider's warranties

In addition to the warranties contained elsewhere in the Contract, including without limitation in Clauses 6.2, 32.2 and 34.1, the Service Provider warrants that:

- (a) all of the Services will be provided in an efficient manner in accordance with all applicable laws, regulations and/or Government Agency requirements;
- (b) all of the Services will be of the highest standard and in accordance with the Company's specifications (where those

specifications are made known to the Service Provider) or in the absence of such specifications, in accordance with any applicable standards set by the Standards Association of Australia;

- (c) in relation to the performance of the Services:
- (i) the Service Provider and its Personnel will exercise the standards of diligence, skill and care normally exercised by a similarly qualified and competent person in the performance of comparable work; and
 - (ii) any equipment used on-Site by the Service Provider will be in safe working condition, will comply with all applicable laws, regulations and Government Agency requirements and will be operated by suitably qualified and competent Personnel, to the reasonable satisfaction of the Company; and
- (d) in relation to the provision of Associated Goods as part of the Services:
- (i) the Associated Goods will be of merchantable quality;
 - (ii) the Associated Goods will be free from defects in design, materials and workmanship, and suitable for the relevant purpose of those Associated Goods;
 - (iii) it has good and marketable title to the Associated Goods and the Company will receive title to the Associated Goods free of any charge or Encumbrance; and
 - (iv) it will obtain at its cost all usual trade warranties and any warranties specifically requested by the Company and that on completion of the performance of the Services it will assign the benefit of any such unexpired warranties to the Company including any warranties obtained from the Service Provider's Sub-contractors.
- (e) all information and materials forming part of the Tender (if any) are true and correct in every respect and are not misleading or deceptive and the Service Provider has not withheld from the Company any information concerning the Service Provider, its experience or expertise which might reasonably be supposed to be material to the Company in determining whether or not to engage the Service Provider to provide the Services or the price at which or the terms on which the Company would be prepared to engage the Service Provider to provide the Services.

5.2 Copies of trade warranties

Copies of trade warranties referred to in Clause 5.1(d)(iv) must be supplied to the Company with Invoices.

6. Defects liability

6.1 Correction of deficient Services

Upon receipt of a notice from the Company Representative during the Term of any deficiency in the Services (except for a defect in any Associated Good, in respect of which Clauses 6.2, 6.3 and 6.4 apply), the Service Provider must correct such deficiency (including by way of providing such additional services necessary to correct such deficiency) at no cost to the Company within a reasonable time period determined by the Company and specified in the notice.

6.2 Warranty

The Service Provider warrants each Associated Good against any defect which arises during the Defects Liability Period.

6.3 Commencement of Defects Liability Period

In respect of each Associated Good, the Defects Liability Period will commence on and from the date that Associated Good is accepted by the Company in writing, or where no such written acceptance is provided by the Company, the Defects Liability Period will commence on and from the date that Associated Good is delivered to the Delivery Point.

6.4 Rectification of defects

Upon receipt of a notice from the Company Representative of any defect in any Associated Good during the Defects Liability Period due to defective design, materials, workmanship, unmerchantable quality or unfitness for intended purpose, the affected items or parts must be redesigned, repaired or replaced as appropriate by the Service Provider at no cost to the Company within a reasonable time period determined by the Company having regard to the nature of the defect and specified in the notice.

6.5 Service Provider failure to rectify

If the Service Provider fails to (as the case requires):

- (a) correct any deficiency in the Services identified by the Company pursuant to Clause 6.1; or
- (b) rectify any defect in any Associated Good identified by the Company pursuant to Clause 6.4,

within the time period specified in the notice from the Company, the Company may correct any deficient Services or rectify any defect in any Associated Good (as the case may be) or engage a third party to do so at the Service Provider's risk and cost and any costs and expenses incurred by the Company will be recoverable from the Service Provider as a debt due and immediately payable and the Service Provider will be required to provide the Company with all Documentation (including Drawings) and to do all further acts and things which are reasonably necessary for the Company to perform or cause to be performed any correction, repair, redesign, rectification or replacement work.

7. Term

The Contract will commence on the earlier of:

- (a) the date of acknowledgement of receipt of the Purchase Order by the Service Provider;
- (b) the date the Service Provider commences to perform the Services; or
- (c) the date being 5 Business Days from the date of the Purchase Order,

unless the Purchase Order is withdrawn by the Company or is rejected by the Service Provider in writing prior to the date in Clause 7(c), and will remain in force, unless terminated earlier in accordance with the Contract, until the completion by the Service Provider of all of its obligations under the Contract (**Term**).

8. Representatives

8.1 Performance

The Services must be performed by the Service Provider in accordance with the Contract and in accordance with any directions of the Company Representative pursuant to the provisions of the Contract.

8.2 Company Representative

- (a) The Company Representative is responsible for giving directions for and on behalf of the Company as provided in the Contract.
- (b) Directions given to the Service Provider by any person other than the Company Representative will not bind the Company unless ratified by the Company Representative.

8.3 Service Provider Representative

- (a) The Service Provider Representative is responsible for liaising with the Company Representative in relation to any of the matters referred to in Clause 8.2, and the Service Provider Representative will have full power to legally bind the Service Provider in respect of all matters arising out of the Contract.
- (b) Any direction which the Company Representative gives to a Service Provider Representative is deemed to have been given to the Service Provider for and on behalf of the Company and the Service Provider must comply with that direction accordingly. Any communication given, or document signed, by a Service Provider Representative is deemed to have been given or signed by the Service Provider and will bind the Service Provider. Matters within the knowledge of a Service Provider Representative are deemed to be within the knowledge of the Service Provider.
- (c) Either Party may from time to time revoke the appointment of its representative and appoint another person as its representative and that Party must give notice of such revocation and appointment to the other Party.

9. Delivery, title and risk

9.1 Delivery

The Service Provider must deliver the Associated Goods (if applicable) to the Delivery Point.

9.2 Title

Full unencumbered title to each Associated Good will pass to the Company upon the Company making payment in full to the Service Provider for that Associated Good.

9.3 Risk

Risk in each Associated Good will remain with the Service Provider until it has been delivered to the Delivery Point and accepted by the Company.

10. Contract Price

10.1 Contract Price

The **Contract Price** means the aggregate amount payable (excluding Indirect Transaction Taxes payable in accordance with Clause 11) by the Company to the Service Provider in relation to the Services pursuant to Clause 12.3(a).

10.2 Contract Price to be inclusive

- (a) All expenses incurred by the Service Provider in relation to the provision of the Services, including, without limitation, travel expenses and subsistence expenses, will be deemed to be included in the Contract Price and the Contract Price includes any applicable Taxes.
- (b) The Service Provider must separately disclose to the Company details of any Customs Duties included in the Contract Price.
- (c) Section 152(1)(a) of the *Customs Act 1901* (Cth) does not apply to the Contract.

10.3 Greenhouse gas emissions

Notwithstanding any other provision of this Contract, the Service Provider is not entitled to be reimbursed by the Company for any amount that the Service Provider pays or is liable to pay as a result of the Service Provider, or a Related Body Corporate of the Service Provider, being required by a law to surrender tradeable permits or to pay a Tax as a consequence of:

- (a) the emission of greenhouse gases in the course of performing the Services or producing or supplying any Associated Goods under the Contract; or
- (b) performing the Services.

11. Taxes

11.1 Taxes (including Indirect Transaction Taxes)

- (a) All amounts payable under or in connection with this Contract, (including any amount by way of reimbursement, indemnity, damages or otherwise) are:
 - (i) inclusive of Taxes; but

- (ii) exclusive of Indirect Transaction Taxes, unless expressed otherwise.
- (b) If Indirect Transaction Taxes are payable on a supply, transfer or sale (**supply**) made under or in connection with this Contract, and if the party making that supply (**supplier**) is liable, under the applicable law, to pay, or collect and remit, the Indirect Transaction Taxes to the appropriate Government Agency, the party receiving that supply (**recipient**) shall pay to the supplier an additional amount equal to the Indirect Transaction Taxes payable by the supplier in respect of the supply. The recipient must pay the additional amount to the supplier on the date when the Contract Price (or part thereof) is paid to the supplier (subject to a Tax Invoice being received prior to the payment date). This sub-clause does not apply to the extent that the consideration for the supply is expressed to be inclusive of Indirect Transaction Taxes.
- (c) The supplier shall ensure that each invoice it presents to the recipient in respect of any Indirect Transaction Taxes is a Tax Invoice. If the supplier fails to provide the recipient with a Tax Invoice within the time period required by the applicable law of that jurisdiction, the recipient may withhold payment of the amount payable on account of Indirect Transaction Taxes, either pursuant to Clause 11.5(b) or as part of the consideration where that consideration is expressed to be inclusive of Indirect Transaction Taxes, until such time as a Tax Invoice is received.
- (d) Any reference in:
 - (i) this Contract to a cost, expense or other liability (**Cost**) incurred by a party; or
 - (ii) the calculation of consideration or of any indemnity, reimbursement or similar amount to a Cost,
 must exclude the amount of any Input Tax Credit entitlement of that party in relation to that Cost.
- (e) Each Party will take all reasonable steps to cooperate with and provide all necessary assistance to the other Party to ensure so far as possible that the Taxes treatment is accepted by the relevant Government Agency, including the provision of invoices, proof of payment, proof of source and/or origination and other documentation for this purpose.

11.2 Withholding Taxes

- (a) If a Party (**payer**) is required by any applicable law to make a deduction or withholding from a payment to the other Party (**payee**) for or on account of any Taxes, the payer is entitled to make that deduction or withholding unless the payee provides the payer with valid documentation (received prior to the date when the payment is to be made) showing to the satisfaction of the payer that an exemption applies. If the payer is required by law to deduct or withhold, then the payer shall use its best endeavours to furnish the payee with all receipts, proof of payment and other relevant documentation for all deductions and withholding Taxes so paid to

the relevant Government Authority. For the avoidance of doubt, the payer will not be liable to pay any amount to the payee on account of an amount deducted or withheld in accordance with this clause.

- (b) Where a payment is made without a deduction or withholding for or on account of Taxes and such a deduction or withholding was required by any applicable law, the payee shall reimburse the payer for, or otherwise pay to the payer, the amount that should have been withheld or deducted within 14 days of receiving an official receipt (or certified copy) or other documentation evidencing the amount that was required to have been withheld or deducted.

11.3 Customs and Excise Duties

- (a) Where the recipient elects to acquire goods and the supplier is the importer of record, the supplier will:
 - (i) be responsible for, and remit payment of all Customs Duties assessed by or payable to any Government Agency as well as any other foreign shipping charges; and
 - (ii) use its best endeavours to ensure that any Goods are imported free of Customs Duties including, without limit, through the use of applicable bilateral free trade agreements (or the equivalent).
- (b) The supplier will, at the recipient's request, provide the recipient with all information and documentation necessary for the recipient to make or assess the supplier's entitlement to make, in accordance with any applicable laws, applications or certifications for:
 - (i) a drawback, refund, rebate, remission or other reduction of Customs Duties or Excise Duties; and
 - (ii) Customs Duties or Excise Duties concessions, including, without limit, exemptions, reductions, duty-free access and preferential rates of duty available under bilateral free trade agreements (or the equivalent).
- (c) The supplier must make any application or certification requested by the recipient in a form that is satisfactory to the recipient. Where any such application or certification is successful, the supplier will pass on to the recipient the full economic benefit of the exemption, reduction, concession, drawback, refund, rebate or remission of Customs Duty or Excise Duty, as appropriate, by way of a reduction in the Contract Price. This clause applies regardless of the shipping, insurance or freight terms used.

11.4 Survival

This Clause 11 will continue to apply after expiration or termination of this Contract.

11.5 International contracts only

- (a) If, in respect of a Tax audit or a levied Tax assessment, the appropriate Government Agency seeks payment of Indirect

Transaction Taxes from the supplier for which the supplier seeks reimbursement from the recipient, then, unless the supplier notifies the recipient in writing of the Indirect Transaction Taxes payable at least 30 days prior to the expiration date of the right to appeal the imposition thereof, any reimbursement by the recipient will be at its sole discretion.

- (b) If the recipient deems that any Indirect Transaction Taxes paid to the supplier under Clause 11.1(b) have been inappropriately levied or that an exemption applies, the recipient may, by written notice to the supplier, require the supplier to contest such Indirect Transaction Taxes at the recipient's sole expense and subject to its direction and control.
- (c) The supplier shall do all things reasonably necessary to ensure that the recipient remains eligible for any exemption, credit, set-off, deduction or similar amount to which the recipient is entitled as a purchaser or recipient of any supply under any applicable laws, whether the Indirect Transaction Taxes are paid by the supplier or directly by the recipient. If an exemption to payment of Indirect Transaction Taxes applies, the recipient shall provide the supplier with a valid tax exemption certificate or equivalent documentation required by any applicable laws in the jurisdiction where the supply takes place.

12. Payments to Service Provider

12.1 Method of payment

- (a) Unless otherwise provided in the Contract, all payments required to be made to the Service Provider by the Company pursuant to the Contract in relation to the performance of the Services must be made in the currency specified in the Purchase Order by electronic funds transfer into the Service Provider's nominated bank account.
- (b) If the Contract provides that any of the amounts referred to in Clause 12.1(a) are to be paid to the Service Provider:
 - (i) outside Australia;
 - (ii) other than in Australian currency; or
 - (iii) in a manner subject to control by any Government Agency,
 payment is conditional upon the Company obtaining the necessary authorities and consents to the making of that payment.
- (c) Payments made by the Company are on account only and are not:
 - (i) evidence of the value of the Services or that the Services have been satisfactorily carried out or delivered in accordance with the Contract;
 - (ii) an admission of liability on the part of the Company; or
 - (iii) approval by the Company of the Service Provider's performance or compliance with the Contract.

12.2 Invoices

- (a) The Service Provider must, unless otherwise agreed with the Company, render an Invoice to the Company in relation to the provision of the Services or Associated Goods at the end of each month during the Term and calculated by reference to the prices, fees or other amounts specified in the Purchase Order.
- (b) Invoices must be in a form acceptable to the Company and must contain the following information:
 - (i) the number of the Purchase Order to which the Invoice relates;
 - (ii) a brief description of the Services provided in the period covered by the Invoice; and
 - (iii) any further verification or documentation in relation to the Invoice as is reasonably required by the Company.

12.3 Payment of Invoices

- (a) Subject to Clauses 12.4, 14, 24.10(e) and 28.2, the Company must pay to the Service Provider the amount shown on the Invoice within 45 days following the end of the month in which the Invoice is received.
- (b) If an amount is payable by the Service Provider to the Company, the Service Provider must pay that amount within 15 Business Days of receipt of a written demand from the Company.

12.4 Disputed Invoices

If the Company disputes any amount shown on an Invoice, it must notify the Service Provider within 21 days of receipt of the Invoice and must pay any amounts not in dispute in accordance with Clause 12.3, provided that the payment by the Company of any amount the subject of a disputed Invoice is not to be considered as an acceptance of the amount in dispute or of the Company's liability to make that payment.

12.5 Errors or exceptions in invoicing

Without limiting Clause 12.3, if the Service Provider discovers or is advised of any errors or exceptions relating to its invoicing for the Services, the Service Provider and the Company will jointly review the nature of the errors or exceptions, and the Service Provider must, if appropriate, take prompt corrective action and adjust the relevant Tax Invoice and/or refund overpayments.

12.6 Security of Payment

- (a) This Clause 12.6 only applies where, and to the extent that, the Payment Act is applicable to any part of the Services.
- (b) Nothing in the Contract will affect, restrict or limit the Service Provider's right to:
 - (i) refer for adjudication any dispute falling within section 17 of the Payment Act; and
 - (ii) suspend the Services under section 27 of the Payment Act.

- (c) Notwithstanding anything else in the Contract, the Service Provider must:
- (i) promptly give the Company a copy of any notice the Service Provider receives from a subcontractor under section 27 of the Payment Act; and
 - (ii) ensure that each subcontractor promptly gives the Company a copy of any notice that the subcontractor receives from another person under section 27 of the Payment Act.
- (d) If the Company becomes aware that a subcontractor is entitled to suspend work (which forms part of the Services) under section 27 of the Payment Act, the Company may (in its absolute discretion) pay the subcontractor such money that is, or may be, owing to the secondary subcontractor for work forming part of the Services and any amount paid by the Company is recoverable from the Service Provider as a debt due and immediately payable to the Company.
- (e) For the purposes of this Clause 12.6:
- (i) work refers to work which the Service Provider is, or may be, required to execute or provide under the Contract and includes goods, materials, plant, equipment, design and other services and temporary works; and
 - (ii) a reference to a subcontractor refers to any person engaged by the Service Provider, its subcontractors or any other person to carry out work which forms part of the Services.

13. PPSA

13.1 Meaning of terms

In this Clause 13, “security interest”, “secured party”, “perfected”, “personal property”, “possession” and “control” have the meanings given to them in the PPSA.

13.2 Further assurance

Whenever a Party requests that the other Party does anything reasonably necessary to ensure this Contract and any security interest granted under it is fully effective, enforceable and perfected with the priority to which they are entitled under the PPSA, that Party will promptly do so at its own cost. This may include:

- (a) doing anything to make, procure or obtain any consent, authorisation, registration or approval in respect of anything, or to facilitate it;
- (b) creating or executing (or procuring the creation or execution of) any document, including any form, notice, consent or agreement; and
- (c) delivering documents or evidence of title or otherwise giving possession or control with respect to any personal property or other asset.

13.3 PPSA exclusions

- (a) To the extent this Contract or the transactions contemplated by it create a security interest under the PPSA, the parties contract out of each provision of the PPSA which section 115 permits, other than sections 96, 117, 118, 120, 123, 126, 128, 129, 134(1) and 135.
- (b) Nothing in this clause or the provisions of the PPSA set out in Clause 13.3(a) above shall derogate from the terms of this Contract.
- (c) Each party waives its right to receive:
 - (i) each notice which sections 144 or 157 of the PPSA permits it to waive and, to the extent capable of being waived, notice under any other provision of the PPSA; and
 - (ii) anything from the secured party under section 275 of the PPSA and each Party agrees not to make any request of the secured party of the other Party under that section.

13.4 Permitted disclosure

Despite Clause 31, a Party may disclose Confidential Information:

- (a) for the purposes of enforcing this Contract, in a proceeding arising out of or connected with this Contract or to the extent that disclosure is regarded by a Party as necessary to protect its interests under this Contract;
- (b) as required by any Government Agency or any procedure for discovery in any proceedings;
- (c) as required under law (except that this clause 13.4(c) does not require or allow a Party to disclose any information of the kind referred to in section 275(1) of the PPSA); or
- (d) to its legal advisers and consultants.

13.5 Survival of obligation

This Clause 13 survives the expiry or termination of this Contract.

14. Deduction from payments

14.1 Deductions

The Company may:

- (a) deduct from any moneys due or becoming due to the Service Provider pursuant to Clause 12 the following amounts (plus any Indirect Transaction Taxes in respect of such deductions payable in accordance with Clause 11):
 - (i) all debts and moneys due, or which the Company reasonably considers are likely to become due, from the Service Provider or its Personnel to the Company;
 - (ii) all Liabilities which the Company may have paid, suffered or incurred and which or for which the Service Provider or its Personnel is or are liable to bear, pay or reimburse to the Company

(including pursuant to any indemnity contained in the Contract); and

- (iii) the cost of remedying or reperforming any Services which the Service Provider has performed below the standard required by the Contract and/or the cost of remedying any defective or damaged Associated Goods; or
- (b) without prejudice to the Company's rights pursuant to any other provision of the Contract, if the Service Provider fails to perform any of its obligations under the Contract, without notice withhold payment of all or part of any amount payable to the Service Provider under the Contract, until the matter has been remedied.

14.2 Deductions and withholdings required by law

- (a) If the Company is required by law to withhold or deduct any amount (**Deducted Amount**) from an amount payable under the Contract, the Deducted Amount will be treated as having been paid to the Service Provider when it is withheld or deducted and the Company will not be liable to pay any amount on account of the Deducted Amount to the Service Provider.
- (b) If the Company fails to withhold or deduct a Deducted Amount, the Company may:
 - (i) give notice to the Service Provider demanding payment of an amount equal to the Deducted Amount and the Service Provider will pay that amount to the Company within 30 days of receiving the notice;
 - (ii) deduct an amount equal to the Deducted Amount from any amounts payable by the Company to the Service Provider and the amount so deducted will be treated as having been paid to the Service Provider when it is deducted and the Company will not be liable to pay any amount on account of the Deducted Amount to the Service Provider; or
 - (iii) recover an amount equal to the Deducted Amount by a combination of a demand under Clause 14.2(b)(i) and deducting an amount under Clause 14.2(b)(ii),

and in each case where the failure to withhold or deduct the Deducted Amount arises as a result of any act, omission or oversight of the Service Provider, the Deducted Amount will include any fines, penalties or interest payable by the Company in respect of the Deducted Amount.

14.3 Notification of withholding or deductions

The Company must notify the Service Provider of the details of any amounts withheld or deducted pursuant to Clauses 14.1 or 14.2.

14.4 Survival of Clause

This Clause 14 will survive the termination or expiry of the Contract.

15. No minimum purchase or exclusivity

15.1 No minimum purchase

Nothing in the Contract obliges the Company to request or acquire any minimum level of Services from the Service Provider.

15.2 No exclusivity

The Contract is not evidence of, nor does it create, an exclusive relationship between the Company and the Service Provider in respect of the Services (or any aspect of the Services).

16. Service Provider Personnel

16.1 Service Provider Personnel

The Service Provider is required to supply all Personnel necessary for the proper performance of the Services. Such Personnel must be appropriately qualified, competent and skilled to perform the relevant part of the Services in respect of which they are engaged.

16.2 Engagement of Personnel

The Service Provider must ensure that all Personnel of the Service Provider engaged to provide any part of the Services comply with Clauses 31, 32, 34 and 35 with respect to Confidential Information, Intellectual Property Rights, Modern Slavery and Compliance with the Code of Conduct Policy.

16.3 Company may object to Personnel

The Company Representative may object to any of the Service Provider's Personnel who, in the opinion of the Company Representative, is lacking in appropriate skills or qualifications, engages in misconduct or is incompetent or negligent. The Service Provider must remove such Personnel upon receipt from the Company Representative of notice requiring it to do so and must not re-employ that person in connection with the Services without the prior written consent of the Company Representative. In addition, the Service Provider must at its cost replace such removed Personnel with suitably qualified, competent and skilled Personnel approved by the Company.

17. Packing, despatch and transport

17.1 Service Provider responsible

The Service Provider is responsible, at its cost, for packing and transporting the Associated Goods to the Site.

17.2 Where Company to arrange transport

If, pursuant to the terms of the Contract, the Company is obliged to arrange transport of all or some of the Associated Goods, then the Service Provider must notify the Company Representative of the details of those Associated Goods ready for despatch in sufficient time to enable transport to be arranged.

17.3 Preparation for transport

- (a) The Service Provider must pack and protect all Associated Goods ready for despatch in accordance with best practice having regard to methods of carriage and handling and to weather conditions through which they will pass whilst being transported to the Site.
- (b) The Service Provider must provide and fit all lifting and handling devices required for lifting and handling the Associated Goods in transit.

17.4 Notification of despatch dates

The Service Provider must notify the Company Representative promptly of the date of despatch of each item of Associated Goods and the estimated date of arrival at the Site.

18. Inspection

18.1 Inspection

The Company Representative has the right to inspect any of the Associated Goods at any time to determine whether the Associated Goods are in accordance with the Contract and are to the standard provided for in the Contract.

18.2 Access

The Service Provider must ensure that the Company has access to the Associated Goods at all times and the Service Provider must provide all facilities necessary for the supervision, inspection and testing of all Associated Goods at the Site or subject to the Company providing reasonable prior notice, at another location where the Associated Goods are stored or in the course of manufacture.

18.3 Cost of inspections

- (a) Subject to Clause 18.3(b), if upon inspection after a direction by the Company Representative to dismantle or open up any part of an Associated Good, the Associated Good so inspected is in accordance with the Contract, the whole of the expense incurred as a result of the dismantling or opening up and reassembly will be borne by the Company. If the Associated Good is found not to be in accordance with the Contract the whole of the expense so incurred, including without limitation, any costs associated with putting that Associated Good into a condition which is in accordance with the Contract, will be borne by the Service Provider.
- (b) If the Company Representative gives the Service Provider reasonable notice that the Company Representative wants to inspect any portion of an Associated Good before it is assembled, and the Service Provider assembles that Associated Good without first giving the Company Representative a reasonable opportunity to inspect it, any expense incurred as a result of the Service Provider dismantling or opening up and reassembling that Associated Good will be borne by the Service Provider.

19. Health, safety and environment

19.1 Application of Clause

This Clause 19 applies to the extent the Service Provider or any of its Personnel are required to be on, or near the vicinity of, the Site for the purposes of the performance of the Services.

19.2 Service Provider acknowledgement

The Service Provider acknowledges that there is a direct relationship between the Service Provider's health, safety and environmental performance and the success of the Company's business.

19.3 Compliance with health, safety and environmental laws, policies and standards

The Service Provider agrees to comply, and to ensure that its Personnel comply, with:

- (a) without limiting Clause 21, the Company's health, safety and environmental policies and associated standards applicable from time to time (a copy of which has been provided to the Service Provider) (**HSE Policies and Standards**);
- (b) without limiting Clause 22, all relevant health, safety and environmental legislation and laws in force from time to time; and
- (c) the health, safety and environmental conditions contained in this Clause 19.

19.4 Health, Safety and Environmental Management Plan

- (a) The Service Provider must on request by the Company submit proposed health, safety and environmental management plan(s) (**HSE Management Plan(s)**) in accordance with the HSE Policies and Standards, for review by the Company Representative.
- (b) The Company Representative will review the proposed HSE Management Plan(s) and provide the Service Provider with any request for amendments.
- (c) The Service Provider and its Personnel may not commence work on-Site unless and until the HSE Management Plan(s) and any requested amendments have been approved by the Company Representative.
- (d) The Company Representative may at any time direct the Service Provider to amend the approved HSE Management Plan(s) to adequately reflect any amendments to the HSE Policies and Standards.
- (e) The Service Provider must keep a copy of the approved HSE Management Plan(s) at its on-Site office or work area at all times during the Term.

19.5 Induction courses

- (a) Each of the Service Provider's Personnel must attend all appropriate and relevant induction courses required by the Company (**Company Induction Courses**).
- (b) Where, pursuant to the operating rules for specific areas of the Company or the Site, any of the Service Provider's Personnel are required to have specific skills for the

performance of the Services (**Company Competencies**), the induction and training requirements in relation to those Company Competencies must:

- (i) be included in the HSE Management Plan(s);
 - (ii) to the extent they are not set out in the Specifications, be confirmed with the Company Representative; and
 - (iii) be undertaken by the relevant Personnel prior to the commencement of any Services on, or near the vicinity of, the Site.
- (c) Unless otherwise agreed:
- (i) the Company will arrange and pay for the Company Induction Courses and will be responsible for the costs of Service Provider Personnel attending the Company Induction Courses; and
 - (ii) the Service Provider will arrange and pay for all training courses in respect of Company Competencies and will be responsible for the costs of Service Provider Personnel attending such training courses.
- (d) Any person visiting the Service Provider on Site to meet any Service Provider Personnel working on the Site, and who is not performing any type of manual work, will also be required to attend the relevant Company Induction Courses. However, this requirement will not apply if the visitor is accompanied at all times whilst on Site by a person who has attended all relevant Company Induction Courses, and has all required Company Competencies in relation to access to the Site.

19.6 Service Provider to remain liable

Nothing in this Clause 19 (including the approval of the HSE Management Plan(s)) limits or removes any obligation or duty imposed on the Service Provider or any of its Personnel (whether under the Contract or otherwise) to secure or have regard to the health and safety of any of its Personnel.

19.7 Removal from Site

Notwithstanding any other term of the Contract, in the event of any breach of this Clause 19, the Company may:

- (a) require the Service Provider, the Service Provider's Personnel and/or any other person to leave the Site immediately; and/or
- (b) require the Service Provider and/or any of its Personnel to remove any material or substance from the Site at the Service Provider's cost,

and the Service Provider must, at its own cost, ensure such request is immediately complied with and take all possible action to ensure the protection and safety of all works, personnel and the environment.

19.8 Right of audit by Company

The Service Provider must provide the Company with such documentation and access to the Service Provider's Personnel as the Company reasonably

requests to verify, monitor and audit the Service Provider's compliance with:

- (a) the HSE Management Plan(s) and the health, safety and environmental conditions set out in this Clause 19;
- (b) the Company policies identified in Clause 21 and
- (c) the other requirements of the Contract.

19.9 Action by Service Provider

Without limiting any other rights or remedies available to the Company as a result of the Service Provider's non-compliance with any of the conditions, policies and standards referred to in Clause 19.8, if deficiencies are identified by an audit undertaken under Clause 19.8, the Service Provider must take prompt corrective action and notify the Company of such action.

20. Access to Site

20.1 Access

Without limiting Clause 24.10(e) or this Clause 20, the Company will grant to the Service Provider access to the Site on and from the date of the Contract and the Service Provider must give the Company Representative at least 7 days' notice before commencing performance of the Services on the Site.

20.2 Service Provider obligations

- (a) Prior to commencement of the Service Provider's performance of the Services on the Site, the Service Provider must notify the Company Representative of its normal times and periods of work and must give the Company Representative at least 24 hours' notice of any alteration in its working hours or periods of work.
- (b) The Service Provider must at all times consult with the Company Representative and obtain 14 days' prior written approval for any action likely to interfere with the Company's operations. The Company Representative must reply to any such request within 7 days of receipt of such request.

20.3 Right to deny access

If the Service Provider or its Personnel fail to comply with any of the requirements of Clause 19 or this Clause 20, then the Company Representative may in its discretion deny that person or those persons access to the Site or permit such access subject to terms and conditions the Company Representative thinks appropriate.

20.4 No exclusive possession

The Service Provider acknowledges that nothing in the Contract confers on it exclusive possession of the Site and that it will only be granted access to the Site to the extent deemed necessary by the Company Representative for the performance of the Services.

21. Compliance with Company policies

During the Term, the Service Provider must, and must ensure that its Personnel, comply with each of the rules and policies of the Company, as notified by the Company from time to time by notice to the Service Provider in writing.

22. Laws

22.1 Compliance with laws

During the Term, the Service Provider must:

- (a) comply with all applicable legislation, laws and Government Agency requirements relating to its obligations under the Contract and ensure that each of its Personnel does the same; and
- (b) in relation to the provision of the Services, at its cost:
 - (i) obtain all necessary notices, licences, permits and authorities;
 - (ii) give all necessary notices;
 - (iii) pay all necessary fees, deposits and Taxes; and
 - (iv) where required to ensure the Company receives the full use, benefit and enjoyment of the Services, prepare and supply to the Company any Service Provider Drawings requested by the Company,

and, if requested by the Company, must provide evidence of the matters referred to in this Clause 22.1(b).

22.2 Consequences of breach

Notwithstanding any other Clause of these General Conditions or any other term of the Contract, in the event of any breach of Clause 21 or this Clause 22, the Company may:

- (a) require the Service Provider, the Service Provider's Personnel, and/or any other person to leave the Site immediately; and
- (b) require the Service Provider and/or any of its Personnel to remove any material or substance from the Site at the Service Provider's cost,

and the Service Provider must, at its cost, ensure such request is immediately complied with and take all possible action to ensure the safety of all Personnel and the environment.

23. Force Majeure

23.1 Notice of Force Majeure

A Party will not be liable for any delay or failure to perform any of its obligations under the Contract (other than an obligation to pay money) due to Force Majeure if as soon as possible after the beginning of the Force Majeure affecting the ability of the Party to perform any of its obligations under the Contract, it gives a notice to the other party that complies with Clause 23.2.

23.2 Force Majeure notice

A notice given under Clause 23.1 must:

- (a) specify the obligations the Party cannot perform;
- (b) fully describe the Force Majeure;
- (c) estimate the time during which the Force Majeure will continue; and
- (d) specify the measures proposed to be adopted to remedy or abate the Force Majeure.

23.3 Obligation to remedy and mitigate

The Party that is prevented from carrying out its obligations under the Contract as a result of Force Majeure must:

- (a) remedy the Force Majeure to the extent reasonably practicable and resume performance of its obligations as soon as reasonably possible; and
- (b) take all action reasonably practicable to mitigate any Liabilities suffered by the other Party as a result of its failure to carry out its obligations under the Contract.

24. Insurances

24.1 Service Provider Insurances

Unless otherwise provided in the Key Terms or a Purchase Order, the Service Provider is required, at its cost, to effect and maintain throughout the Term and any additional period the Company deems necessary, each of the insurances described in Clauses 24.2, 24.3, 24.4, 24.5, 24.6, 24.7, 24.8 and 24.9 (**Service Provider Insurances**) in relation to risks or occurrences arising, or which may arise, out of the performance of the Contract.

24.2 General and Product Liability Insurance

- (a) Insurance covering all Liabilities in respect of any injury to, or death of, any person not being a person who at the time of the occurrence is engaged in or upon the service of the insured under a contract of service or apprenticeship, or any loss, damage or destruction to any property not belonging to nor in the care, custody or control of the insured, however caused. Such insurance must provide cover to an amount of not less than A\$20,000,000 for each and every claim.
- (b) The insurance outlined in Clause 24.2(a) must, unless prohibited by law, be endorsed to:
 - (i) insure the Company and its Personnel for their respective rights and interests arising out of the performance of the Contract;
 - (ii) include a cross liability clause, noting that each of the parties comprising the insured will be considered as a separate entity, and the insurance applies as if a separate policy has been issued to each such party;
 - (iii) waive all express or implied rights of subrogation against the Company and its Personnel arising out of the performance of the Contract;

- (iv) cover "goods in the physical and legal control of the Service Provider" for an amount not less than the value of the "goods" held off the Site; and
- (v) include a clause that provides that a breach of a condition or term of insurance by one insured will not adversely affect the cover provided to another insured under the policy.

24.3 Workers' Compensation and Employer's Liability Insurances

- (a) Workers' compensation and employers' liability insurances covering all Liabilities, whether arising under statute, common law or civil law, in relation to the death of, or injury to, any employee of the Service Provider or any person deemed to be an employee of the Service Provider.
- (b) The insurance outlined in Clause 24.3(a) must, unless prohibited by law, be endorsed to:
 - (i) indemnify the Company against any liability which it may incur to the Service Provider's employees, arising by virtue of the applicable workers' compensation statute or regulations or at common law;
 - (ii) extend to include employees underground if any of the work under the Contract is to be performed underground; and
 - (iii) provide cover in respect of each and every claim for an amount not less than the minimum statutory requirements.
- (c) The insurance outlined in Clause 24.3(a) must, unless prohibited by law, waive all express or implied rights of subrogation against the Company and its Personnel.

24.4 Service Provider's Plant and Equipment

If the performance of the Contract requires the Service Provider to use or provide for use plant and equipment that will be used at the Site in connection with the Contract, the Service Provider must maintain or require the owner of such plant and equipment (except where the owner of such plant or equipment is the Company) to maintain insurance covering all loss and damage to the plant and equipment, for its replacement value. The insurance must, unless prohibited by law, waive all express or implied rights of subrogation against the Company and its Personnel.

24.5 Goods in transit

If the performance of the Contract requires the Service Provider to transport Associated Goods to or from the Site, unless otherwise advised by the Company in writing, the Service Provider will maintain insurance covering loss of or damage to the Associated Goods during transit, regardless of whether the Company has paid for those Associated Goods. Such insurance must note the Company as a party insured under the policy.

24.6 Motor Vehicle/Automobile Third Party Liability Insurance

- (a) If the performance of the Contract requires the Service Provider or its Personnel to use or provide for use motor vehicles, the Service Provider must maintain or require the owners of such motor vehicles to maintain third party liability insurance covering all Liabilities in respect of any injury to, or death of, any person or any loss, damage or destruction to any property arising from the use of such motor vehicles.
- (b) The insurance outlined in Clause 24.6(a) must, unless prohibited by law, be endorsed to:
 - (i) insure the Company and its Personnel for their respective rights and interests arising out of the performance of the Contract;
 - (ii) include a cross liability clause, noting that each of the parties comprising the insured will be considered as a separate entity, and the insurance applies as if a separate policy has been issued to each such party;
 - (iii) waive all express or implied rights of subrogation against the Company and its Personnel arising out of the performance of the Contract; and
 - (iv) include a clause that provides a breach of a condition or term of insurance by one insured will not adversely affect the cover provided to another insured under the policy.

24.7 Professional Indemnity Insurance

If the performance of the Contract includes or is related to the provision of professional advice or services, the Service Provider must effect and maintain throughout the Term and for a period of not less than 3 years after termination or expiry of the Contract or completion of the Service Provider's obligations under the Contract, professional indemnity insurance in respect of any negligent acts, errors or omissions in the advice or services provided by the Service Provider under the Contract. Such insurance must provide cover to an amount of not less than A\$5,000,000 for each and every claim.

24.8 Marine Insurance

- (a) If the performance of the Contract requires or involves the use of watercraft, the Service Provider must maintain or require the owners of such watercraft to maintain:
 - (i) marine hull & machinery insurance, including collision liability, on all watercraft so used, with a limit of cover not less than the market value of the watercraft; and
 - (ii) protection and indemnity insurance including coverage for injuries or death of masters, mates and crews. Such insurance must provide cover to an amount of not less than A\$20,000,000 for each and every claim.

- (b) The insurance outlined in Clause 24.8(a) must, unless prohibited by law, be endorsed to:
 - (i) insure the Company and its Personnel for their respective rights and interests arising out of the performance of the Contract;
 - (ii) include a cross liability clause, noting that each of the parties comprising the insured will be considered as a separate entity, and the insurance applies as if a separate policy has been issued to each such party;
 - (iii) waive all express or implied rights of subrogation against the Company and its Personnel arising out of the performance of the Contract; and
 - (iv) include a clause that provides that a breach of a condition or term of insurance by one insured will not adversely affect the cover provided to another insured under the policy.

24.9 Aviation Insurance

- (a) If the performance of the Contract requires or involves the use of aircraft (including helicopters), the Service Provider must maintain or require owners of such aircraft to maintain:
 - (i) aircraft hull insurance, on all aircraft so used, with a limit of cover not less than the market value of the aircraft; and
 - (ii) liability insurance including coverage for injuries or death of crew, passengers and any other person, and in respect of loss of or damage to cargo or property. Such insurance must provide cover to an amount of not less than A\$10,000,000 for each and every claim.
- (b) The insurance outlined in Clause 24.9(a) must, unless prohibited by law, be endorsed to:
 - (i) insure the Company and its Personnel for their respective rights and interests arising out of the performance of the Contract;
 - (ii) include a cross liability clause, noting that each of the parties comprising the insured will be considered as a separate entity, and the insurance applies as if a separate policy has been issued to each such party;
 - (iii) waive all express or implied rights of subrogation against the Company and its Personnel arising out of the performance of the Contract; and
 - (iv) include a clause that provides that a breach of a condition or term of insurance by one insured will not adversely affect the cover provided to another insured under the policy.

24.10 Insurance terms

- (a) If the Service Provider Insurances are subject to the application of any self-insured retention, excess or deductible, the amount of

the self-insured retention, excess or deductible must be declared to the Company. The Company reserves the right to require the Service Provider to reduce the amount of any self-insured retention, excess or deductible where such amount is considered by the Company as being unreasonable in the circumstances of the Contract.

- (b) The Service Provider Insurances must be underwritten by a reputable insurer with a security rating from A.M. Best of not less than "A" and on terms and conditions consistent with prudent risk management practice.
- (c) No provision contained in this Clause 24 will limit the Service Provider's liability in relation to the indemnities in the Contract.
- (d) Before performing any of the Services, and each time the policies are renewed or varied, the Service Provider must provide the Company with an insurance certificate of currency or such other evidence as the Company may reasonably require that the Service Provider and its Sub-contractors are insured in accordance with the Contract.
- (e) In the event that the Service Provider fails to, or fails to ensure that its Sub-contractors, effect or keep in force any of the insurances required pursuant to the Contract, the Company may do one or more of the following:
 - (i) effect and maintain such insurances and deduct the costs of such insurances from any moneys due to the Service Provider;
 - (ii) refuse the Service Provider and its Personnel access to all or any part of the Site; and/or
 - (iii) treat the failure to insure as a default under the Contract.
- (f) All Service Provider Insurances must not be varied to the detriment of the Company or its Personnel, cancelled or allowed to lapse unless the Service Provider has received a written consent from the Company Representative.

24.11 Notification under Service Provider's policy

If the Service Provider becomes aware of an event which may give rise to a claim involving the Company under any policy of insurance effected by the Service Provider as required by this Clause 24, the Service Provider must notify the Company and must ensure that the Company is kept fully informed of subsequent action or developments concerning the claim.

24.12 Sub-contractors' insurance

The Service Provider must ensure that its Sub-contractors have the benefit of or effect and maintain insurances similar to the Service Provider Insurances required to be effected by the Service Provider.

24.13 Insurance claims and payment of insurance excess

- (a) The Service Provider will be responsible for the payment of any excess or deductible relating to the insurances effected by the

Service Provider and the Service Provider will not be entitled to recover from the Company any excess or deductible so paid by the Service Provider.

- (b) The Service Provider will be responsible for the payment of any excess or deductible relating to the insurances effected by the Service Provider where the Company makes a claim under such policy, to the extent that the Company determines that the Service Provider or any of its Personnel were responsible for the loss or damage the subject of the claim.

24.14 Survival of Clause

This Clause 24 will survive the expiry or earlier termination of the Contract.

25. Indemnities

25.1 Acknowledgement

The Service Provider acknowledges that if it enters on to the Site, it does so at the Service Provider's own risk. The Service Provider must ensure that its Personnel are also aware that they enter onto the Site at their own risk.

25.2 Indemnity

- (a) Subject to Clause 25.3, the Service Provider will indemnify (and will keep indemnified) the Company and its Personnel (**Indemnified Parties**) from and against all Liabilities that any Indemnified Party suffers, sustains or incurs, arising out of or in connection with any one or more of the following:
- (i) the breach by the Service Provider or its Personnel of any of the Service Provider's obligations (including any warranty) under the Contract and/or any Purchase Order;
 - (ii) any negligent act or omission, fraud or wilful misconduct by the Service Provider or its Personnel arising out of the performance of the Contract and/or any Purchase Order; or
 - (iii) any claim made against the Company by any of the Service Provider's Personnel in respect of relevant legislation concerning income tax, workers' compensation, annual leave, long service leave, superannuation or any applicable award, determination or agreement of a competent industrial tribunal.
- (b) The Company is entitled to recover from the Service Provider an amount due to its Personnel under the indemnity in Clause 25.2(a) on behalf of its Personnel and will hold any amount recovered, and the benefit of the indemnity in Clause 25.2(a) to which its Personnel is entitled, as trustee for and on behalf of its Personnel.
- (c) For the avoidance of doubt, the indemnity set out in this Clause 25.2 includes legal costs awarded against and/or incurred by the Indemnified Parties on a full indemnity basis.

25.3 Exclusions

The Service Provider will not be liable under Clause 25.2 to the extent that the Liability was directly caused, or contributed to, by (as the case requires) the Company's negligent acts or omissions or wilful misconduct.

25.4 Indemnity continuing

Each indemnity in the Contract is a continuing obligation separate and independent from the Service Provider's other obligations and survives termination of the Contract.

25.5 No requirement for expense before enforcing indemnity

It is not necessary for the Company or its Personnel to incur expense or make payment before enforcing a right of indemnity conferred by the Contract.

26. Consequential Loss

26.1 Consequential Loss

Notwithstanding any other provision of the Contract but subject to Clause 26.2 and to the extent permitted by law, neither Party is liable to the other Party for the other Party's Consequential Loss.

26.2 Exclusions from Consequential Loss

Clause 26.1 does not limit or exclude the Service Provider's liability in respect of:

- (a) any personal injury to or death of any person or any loss or damage to third party property (other than the property of the Company);
- (b) its indemnity obligations under Clauses 26.2, 31.4, 32.3, and 39.5;
- (c) a breach of Clauses 31 or 32;
- (d) its obligation to rectify a defect or any damage caused by a defect or to rectify or re-perform deficient Services;
- (e) fraud, wilful misconduct or illegal acts of the Service Provider or its Personnel;
- (f) the Service Provider's abandoning all or a substantial part of the Services (to the extent that it evidences an intention of a party not to be bound by the Contract);
- (g) any amount recoverable under an insurance policy required to be effected and maintained under the Contract; or
- (h) any amount which would have been recoverable under an insurance policy required to be effected and maintained under the Contract but for:
 - (i) the Service Provider failing to take out and maintain the insurances required by the Contract;
 - (ii) the Service Provider vitiating or prejudicing any insurance policy;
 - (iii) the Service Provider failing to make a claim under an insurance policy; or
 - (iv) the exclusion of liability for Consequential Loss in Clause 26.1.

27. No fault termination

27.1 Termination for convenience

- (a) The Company may, at any time in its absolute discretion, terminate the Contract or any part of it for any reason by giving the Service Provider not less than 10 Business Days' notice of its intention to do so.
- (b) If for any reason a purported termination or action by the Company under Clause 28.2(c) is ineffective, the purported termination is not a breach or repudiation of the Contract and the Contract is deemed to have been terminated under Clause 27.1(a).

27.2 Service Provider compensation

- (a) Following termination of the Contract by the Company pursuant to this Clause 27, the Service Provider's sole entitlement is to be paid:
 - (i) the value of the Services performed prior to the termination date that the Company has not already paid for;
 - (ii) the cost of Associated Goods properly ordered for which the Service Provider has paid or is legally bound to pay and for which the Service Provider has provided written evidence, to the satisfaction of the Company, of such payment or obligation to pay provided that upon payment by the Company, title in the Associated Goods must be transferred to the Company;
 - (iii) the reasonable and unavoidable fixed costs, if any, necessarily and properly incurred by the Service Provider solely as a result of the Contract, in terminating or otherwise dealing with any subcontracts entered into prior to the date of termination but only if the Service Provider takes all reasonable steps to minimise these costs; and
 - (iv) the Service Provider's reasonable out-of-pocket expenses which it has incurred solely as a result of the Contract and which it is unable to otherwise recover or mitigate, in:
 - (A) removing the Service Provider's plant and equipment from the Site; and
 - (B) transporting the Service Provider's Personnel back to their place of engagement.
- (b) For the purposes of Clause 27.2(a), the Service Provider must provide the Company with copies of its documentation including records, books and (subject to confidentiality restrictions) contracts as the Company may reasonably require in order to verify the amounts claimed by the Service Provider.

28. Service Provider Default

28.1 Service Provider Default Notice

- (a) If the Service Provider breaches any term of the Contract, the Company may serve a

notice of default (**Service Provider Default Notice**) on the Service Provider containing the information specified in Clause 28.1(b).

- (b) A Service Provider Default Notice must:
 - (i) state that it is a notice under this Clause 28.1;
 - (ii) specify the relevant breach;
 - (iii) if the breach is capable of being remedied, state that the breach must be remedied within a specified period of not less than 10 Business Days after service of the Service Provider Default Notice on the Service Provider or state that the breach is incapable of remedy.

28.2 Termination for Service Provider Default

If the breach is not remedied within the period specified in the Service Provider Default Notice or is incapable of remedy, then the Company may by further notice to the Service Provider do one or more of the following:

- (a) elect wholly or partly to suspend payment under the Contract until the breach has been remedied by the Service Provider;
- (b) take such action as the Company deems necessary to cure the breach or require the Service Provider to pay reasonable compensation to the Company (the cost of such action so taken by the Company or compensation being recoverable from the Service Provider as a debt due and immediately payable by the Service Provider upon receipt of a written demand from the Company for such costs); or
- (c) terminate the Contract or any part of it with effect from a specified date.

28.3 Cost of completing the Services

- (a) If the Contract is terminated pursuant to Clauses 28.2(c), the Company is entitled to recover from the Service Provider any loss, damage, cost or expense suffered or incurred by the Company, or which the Company reasonably considers it will suffer or incur, in completing the Services that are greater than the amount which would have been paid to the Service Provider if the Services had been completed by the Service Provider (**Company Completion Costs**).
- (b) Following termination pursuant to Clauses 28.2(c), the Company may assess the Company Completion Costs that it considers it will incur. Such costs will be a debt due and immediately payable by the Service Provider to the Company upon receipt by the Service Provider of a written demand from the Company for such costs.

29. Termination generally

29.1 Obligations upon receipt of termination Notice

Upon receipt or issue of a termination Notice pursuant to Clauses 27.1 or 28.2(c), the Service Provider must:

- (a) immediately take all possible action at its cost to ensure the safety of all Personnel and the protection of the Associated Goods;
- (b) immediately take all possible action to mitigate any Liabilities incurred by it as a result of such termination; and
- (c) take any other action reasonably required by the Company in relation to the termination.

29.2 Obligations upon termination

If the Contract is terminated pursuant to Clauses 27.1 or 28.2(c), then immediately upon the issue of the termination Notice or on the date of termination specified in the termination Notice, whichever is later, the Service Provider must:

- (a) cease performance of the Services except for any work the Company may specify in the notice of termination for the sole purpose of protecting the Associated Goods;
- (b) provide the Company with a detailed report in such form as the Company may require in relation to the Services performed up to and including the date of termination as set out in the termination Notice;
- (c) deliver to the Company the parts of the Services performed by the Service Provider and any Associated Goods procured by the Service Provider up to the date of termination;
- (d) return to the Company any items issued to the Service Provider by the Company during the Term;
- (e) offer the Company first right of refusal to purchase any of the Service Provider's equipment used for the purposes of the Contract to be purchased by the Company at its depreciated value or such other value as agreed by the Parties;
- (f) if required by the Company, assign, novate or transfer any subcontract for the performance of the Services from the Service Provider to the Company or its nominee on terms required or prescribed by the Company;
- (g) remove all equipment and Service Provider's Personnel from the Site;
- (h) remove from the Site any wreckage, rubbish and debris of any kind as directed by the Company, and leave the whole of the Site which was within the Service Provider's control or possession in a clean and safe condition; and
- (i) take any other action relating to the termination of the Contract as the Company may reasonably require.

29.3 Termination general

- (a) If the Contract is terminated pursuant to Clauses 27.1 or 28.2(c):
 - (i) no action taken by the Company under Clause 27 or 28 will prejudice the existence of any of its rights and remedies under the Contract which the Company may have as a result of the relevant breach; and
 - (ii) rights of the Company will be the same as they would have been at law had the Service Provider repudiated the

Contract and the Company had elected to treat the Contract as at an end and recover damages.

- (b) If the Contract is terminated pursuant to Clauses 27.1 or 28.2(c), then the Company may complete the Services itself or engage a third party to complete the Services.
- (c) Except as expressly provided in Clauses 27 and 28, the Service Provider is not entitled to make and the Company is not liable for, any claim arising out of or in connection with the termination of the Contract.
- (d) If the Company repudiates the Contract and the Service Provider accepts that repudiation, thereby terminating the Contract, the Service Provider is entitled to damages but is not entitled to any other compensation in the nature of restitution or damages calculated on a quantum meruit.

30. Dispute Resolution

30.1 Dispute

In the event of any dispute, question or difference of opinion between the Company and the Service Provider arising out of or under the Contract (**Dispute**), a Party may give to the other Party a notice (**Dispute Notice**) specifying the Dispute and requiring its resolution under this Clause 28.3.

30.2 Dispute Representatives to seek resolution

- (a) If the Dispute is not resolved within 7 days after a Dispute Notice is given to the other Party, each Party must nominate one representative from its senior management to resolve the Dispute (each, a **Dispute Representative**).
- (b) If the Dispute is not resolved within 30 days of the Dispute being referred to the respective Dispute Representatives, then either Party may commence legal proceedings in an appropriate court to resolve the matter.

30.3 Performance of obligations during Dispute

During the existence of any Dispute, the Parties must continue to perform all of their obligations under the Contract without prejudice to their position in respect of such Dispute, unless the Parties otherwise agree.

30.4 Urgent interlocutory relief

Nothing in this Clause 30 prevents a Party from seeking any urgent interlocutory relief which may be required in relation to the Contract.

31. Confidentiality

31.1 Obligation of confidentiality

The Service Provider undertakes and agrees:

- (a) to hold in strict confidence all Confidential Information and not to disclose or permit or cause the Confidential Information to be disclosed to any person other than any of its Personnel who require the Confidential Information for the purposes of providing the Services; and

- (b) not to make use of the Confidential Information (including duplicating, reproducing, distributing, disseminating or directly or indirectly deriving information from the Confidential Information), except and solely to the extent necessary for the performance of the Services,

unless the Service Provider has obtained the prior written consent of the Company to do so (which consent may be withheld by the Company in its absolute discretion or given on such terms as it sees fit).

31.2 Exceptions

Clause 31.1 does not apply to:

- (a) information after it becomes generally available to the public other than as a result of the breach of this Clause 31 or any other obligations of confidence imposed on the Service Provider; or
- (b) the disclosure of information in order to comply with any applicable law or legally binding order of any court, Government Agency or recognised stock exchange, provided that prior to such disclosure the Service Provider gives notice to the Company with full particulars of the proposed disclosure and limits the disclosure to the maximum extent possible.

31.3 Breach of consent

The breach of any of the conditions contained in a consent granted by the Company pursuant to Clause 31.1 will be deemed to be a breach of the Contract.

31.4 Indemnity

- (a) Without limiting Clause 25, the Service Provider indemnifies the Company and its Personnel, and must keep them indemnified, in respect of any Liabilities incurred or sustained by them resulting from a breach of this Clause 31 by the Service Provider or its Personnel.
- (b) The Company is entitled to recover from the Service Provider an amount due to its Personnel under the indemnity in Clause 31.4(a) on behalf of such person or entity and will hold any amount recovered, and the benefit of the indemnity in Clause 31.4(a) to which its Personnel are entitled, as trustee for and on their behalf.

31.5 Additional obligations

The obligations in this Clause 31 are in addition to and do not diminish the obligations of the Service Provider in respect of secret and confidential information at common law, in equity or under any statute or trade or professional custom or use.

31.6 Return of Confidential Information

If requested by the Company, whether prior to or after the expiry or earlier termination of the Contract, the Service Provider must promptly deliver to the Company or permanently delete or destroy all Confidential Information in the custody, possession or control of the Service Provider or any of its Personnel.

31.7 Survival of Clause

This Clause 31 will survive the termination of the Contract.

32. Intellectual Property Rights

32.1 Service Provider Intellectual Property Rights

- (a) The Company acknowledges that the Service Provider retains ownership of the Intellectual Property Rights of the Service Provider used or created under or in the performance of the Contract and/or in the provision of the Services (**Service Provider IP**).
- (b) To enable the Company to enjoy the benefit of the Services for the purpose of or in connection with the Company's business, the Service Provider grants to the Company and its Personnel a non-exclusive, transferable, royalty free, irrevocable and perpetual licence to use all Service Provider IP for that purpose.

32.2 Third party Intellectual Property Rights

The Service Provider warrants that, to the extent that it uses or proposes to use the Intellectual Property Rights of any third party in the provision of the Services, or to the extent the Company will use or might propose to use the Intellectual Property Rights of any third party in the use and enjoyment of the Services:

- (a) it has obtained, or will obtain at no further cost to the Company, from the relevant third party all necessary licences and consents to use, or assignments of, such Intellectual Property Rights; and
- (b) that it will not breach any of the licences or assignments referred to in Clause 32.2(a) in the performance of the Services.

32.3 Indemnity

- (a) Without limiting Clause 25, the Service Provider indemnifies the Company and its Personnel and must keep the Company and its Personnel indemnified in respect of any Liabilities incurred or sustained by them resulting from any actual or alleged infringement of any Intellectual Property Rights of any third party arising out of or in connection with:
- (i) the performance of the Services by the Service Provider;
 - (ii) the performance or operations of any other plant, machinery, tools, equipment, process, work, material, matter, thing or method used or supplied by the Service Provider; or
 - (iii) the use and enjoyment of the Services by the Company.
- (b) The Service Provider must notify the Company immediately if the Service Provider becomes aware of a Claim being threatened or made against the Service Provider or the Company in relation to any of the matters covered by the indemnity in Clause 32.3(a).
- (c) The Company may require the Service Provider to conduct any litigation that may arise from a Claim referred to in Clause

32.3(b) and all negotiations for settlement of that Claim. However, the Service Provider must not make any settlement or consent to any judgment, order or verdict against the Company without the Company's prior written consent.

- (d) For the avoidance of doubt, the indemnity set out in this Clause 32.3 includes any legal costs awarded against and/or incurred by the Company or its Personnel on a full indemnity basis.

32.4 Procurement of Intellectual Property Rights

If the Company is prevented from (as the case requires) utilising all or any part of the Services as a result of any Claim in relation to an infringement of Intellectual Property Rights, the Service Provider must (at its cost) take all reasonable steps to procure for the Company the right to (as the case requires) utilise the Services or the relevant part of the Services for the purpose for which it was intended.

32.5 Procedure where Intellectual Property Rights cannot be procured

If the Service Provider cannot procure the rights referred to in Clause 32.4 within a reasonable time (but not exceeding 60 days unless the Company Representative otherwise agrees), it must notify the Company Representative accordingly and the Company Representative may direct the Service Provider to immediately (at the Service Provider's cost):

- (a) alter the Services or the relevant part of the Services to avoid infringement or violation of the Intellectual Property Rights or any of them;
- (b) (as applicable) re-perform or replace the Services affected or the relevant part of the Services with services or goods which do not infringe or violate the Intellectual Property Rights; or
- (c) discontinue provision of the Services and reimburse the Company any compensation and other moneys already paid to the Service Provider and pay to the Company any costs or other expenses that may have been paid or incurred by the Company in connection with the discontinued Services.

33. Notices

33.1 Form of Notices

Any notice, demand, consent or other communication (**Notice**) given or made pursuant to the Contract:

- (a) must be in writing and on the letterhead of the Party giving notice;
- (b) be marked to the attention of the representative of the Party to whom the Notice is addressed as provided for in the Key Terms or a Purchase Order or otherwise notified in writing from time to time;
- (c) where given by the Company, be signed or authorised by either the Company Representative, a director or company

secretary of the Company, or a duly authorised representative of the Company;

- (d) where given by the Service Provider, be signed or authorised by either the Service Provider Representative or a director, company secretary or other duly authorised representative of the Service Provider; and
- (e) may be delivered by prepaid post, by hand, by email or by facsimile to the Party to whom the Notice is addressed at its address shown in the Contract or such other address as that Party may have notified to the other Party in writing.

33.2 Notices deemed given

A Notice will be taken to be duly given:

- (a) in the case of delivery by hand, when delivered;
- (b) in the case of delivery by post, 3 Business Days after the date of posting (if posted to an address in the same country) or 7 Business Days after the date of posting (if posted to an address in another country);
- (c) in the case of email, at the time the email is received by the recipient; or
- (d) in the case of facsimile, on receipt by the sender of a transmission control report from the despatching machine showing the relevant number of pages and the correct destination fax machine number or name of the recipient and indicating that the transmission has been made without error,

but if the result is that a Notice would be taken to be given or made on a day that is not a Business Day or the Notice is received or is deemed to be received later than 4.00pm (local time), it will be taken to have been duly given or made at the commencement of business on the next Business Day.

33.3 Service of documents

- (a) If a Notice, Claim or document under the Payment Act is required to be served on the Company, then it must be served at the address shown in the Contract or such other address notified to the Service Provider between the hours of 8.00am and 4.00pm (local time). Any Notice, Claim or document under the Payment Act which is served on a day that is not a Business Day or is served later than 4.00pm (local time) it will be taken to have been duly served on the next Business Day.
- (b) If any Notice, Claim or document under the Payment Act is served on the Company in 'hard copy', the Service Provider must also provide the Notice, Claim or document in a readily accessible electronic format at the time of service or on the day of service.

34. Modern Slavery

34.1 Modern Slavery warranties

- (a) The Service Provider represents, warrants and undertakes:

- (i) that the Service Provider is committed to sustainable business practices and that no Service Provider Personnel, Related Bodies Corporate, or any entity that performs the work for or on behalf of the Service Provider engages in Modern Slavery;
 - (ii) to comply with all statutory requirements including, without limitation, such requirements relating to the Service Provider's, the Service Provider Personnel's or its or their Related Bodies Corporate's or affiliates' business and operations and, to the extent applicable, its or their respective Supply Chains;
 - (iii) to develop and maintain policies and procedures to avoid engaging in Modern Slavery; and
 - (iv) to notify the Company promptly upon becoming aware of any incident, complaint or allegation that the Service Provider, the Service Provider's Personnel or any Related Bodies Corporate or affiliates of the Service Provider or any entity in its or their Supply Chains has engaged in Modern Slavery; and
 - (v) the Service Provider has not (and is not likely to be) subject to any adverse finding, enforcement action or any legal claim by or through any person or relevant authority connected to Modern Slavery.
- (b) The Service Provider must have and maintain throughout the Term its own policies and procedures that are intended to ensure compliance with the warranties, representations and undertakings contained in this Clause 34.
 - (c) The Service Provider must not engage in any activity, practice or conduct that would constitute Modern Slavery.

34.2 Modern Slavery reporting and audit

- (a) The Service Provider acknowledges that the Company has corporate reporting requirements with regard to Modern Slavery and shall provide to the Company a written report or completed survey, upon request and at the Service Provider's own expense, addressing the Service Provider's Modern Slavery compliance measures (which may, for example, include Supply Chain due diligence, Supply Chain mapping, risk assessments, complaints, investigations and remediation measures).
- (b) In addition to the rights set out in Clause 19.8, the Service Provider and its Personnel must permit the Company to have access to the Service Provider's premises, any of their documentation and data (including documents stored in electronic form) and to interview the Service Provider's Personnel in connection with the Services, as necessary for the Company to verify, monitor and audit the Service Provider's compliance with this Clause 34 and its performance of the Services.

- (c) The Company may make and retain copies of the Service Provider's documentation and data for the purposes of the Company's own Modern Slavery compliance and reporting requirements.

34.3 Action by the Service Provider

Without limiting any other rights or remedies available to the Company as a result of the Service Provider's non-compliance with any of the conditions, policies and standards referred to in Clause 34.1, if deficiencies are identified by an audit undertaken under Clause 34.2, the Service Provider must at its own cost take prompt corrective action and notify the Company of such action and perform all remediation activities reasonably required by the Company.

34.4 Notice

- (a) The Service Provider must immediately notify the Company in writing if:
 - (i) it becomes aware of or suspects that any of the representations, warranties and undertakings in Clause 34.1 are incorrect;
 - (ii) the Service Provider, its Related Bodies Corporate, affiliates or any of its or their Personnel or an entity that performs work for and on behalf of the Service Provider breaches any of the representations, warranties and undertakings in Clause 34.1; or
 - (iii) it becomes aware that a breach of any of the representations, warranties and undertakings in Clause 34.1 may have occurred.
- (b) Notification under this Clause 34.4 will be sufficient if and only if:
 - (i) the notification sets out adequate particulars of the breach or suspected breach; and
 - (ii) the notification sets out what steps the Service Provider is taking to investigate the breach or potential breach.

34.5 Termination

- (a) Notwithstanding Clause 34.4, if the Service Provider breaches clause 34.1 or the Company reasonably suspects such a breach has occurred, without prejudice to any other remedy which the Company may have, the Company may regard such breach as a breach by the Service Provider which is incapable of remedy for the purposes of its rights under Clause 28.
- (b) To the extent permitted by law, the Service Provider indemnifies the Company and its Personnel and must keep the Company and its Personnel indemnified in respect of any Liabilities incurred or sustained by the Company or its Personnel arising out of or in connection with a breach of any representation, warranty, undertaking or obligation under this Clause 34.

34.6 Confidentiality

Notwithstanding any confidentiality obligations set out in this Contract, the Company may disclose any

information (including any confidential information provided by the Service Provider to it) concerning the identity, business and activities of the Service Provider to any Government Agency in connection with enquiries made of the Company by a Government Agency concerning the Service Provider.

34.7 Survival of Clause

This Clause 34 survives the expiry or termination of the Contract.

35. Compliance with the Code of Conduct Policy and Core Contractor compliance training

35.1 Northparkes Code of Conduct Policy

In performing the Services, the Service Provider must, and must ensure that its Personnel:

- (a) comply or otherwise act in a manner consistent with the Company's code of business conduct policy (**Code of Conduct Policy**);
- (b) report all actual, alleged or suspected non-compliances with the Code of Conduct Policy to the Company or through the Company's reporting system; and
- (c) cooperate promptly and fully with the Company in any investigation of an alleged or suspected breach of the Code of Conduct Policy.

35.2 Core Contractor compliance training

The Company may identify the Service Provider and/or certain of its Personnel as "Core Contractors". The Service Provider must ensure that any such Core Contractors undertake the mandatory compliance risk reduction training modules identified by the Company from time to time within the timeframe specified. Such training modules can be accessed through the Company's business system and delivered as computer based training, or with the approval of the Company's relevant authorised Personnel, classroom based training.

36. Costs

36.1 Each Party to bear its own costs

Each Party must bear its own costs arising out of:

- (a) the negotiation, preparation and execution of the Contract; and
- (b) except as expressly provided otherwise in the Contract, any transaction contemplated by the Contract.

36.2 Stamp duty

All stamp duty which may be payable in any relevant jurisdiction on or in connection with the Contract, any Purchase Order or other document related to the Contract will be borne by the Service Provider.

37. Status of Service Provider

37.1 Independent contractor

At all times during the Term, and in the provision of the Services, the Service Provider is an independent contractor and will not act as, or be or be regarded as, an agent or employee of the Company, and the Service Provider and its Personnel will not be entitled to any benefits which would ordinarily accrue to any employee of the Company by virtue of their status as an employee.

37.2 Partnership and joint venture suppliers

Where the Service Provider comprises more than one person they will be bound jointly and severally and by executing the Contract accept joint and several liability for any loss or damage that may be suffered or occasioned and any sum that may be or may become payable to the Company under the Contract.

38. Assignment and sub-contracting

38.1 Consent required

The Service Provider is not permitted to assign or sub-contract all or any part of the Contract without the prior written consent of the Company, such permission being at the Company's absolute discretion and on whatever terms and conditions the Company thinks appropriate, including requiring the proposed assignee or Sub-contractor to be bound by any or all of the provisions of the Contract.

38.2 Obligations survive assignment or sub-contract

The Service Provider acknowledges and agrees that no permitted assignment or sub-contract in any way relieves the Service Provider from the performance of any of its obligations under the Contract.

38.3 Status of Sub-contractor

As between the Service Provider and the Company, the Sub-contractor will be considered the agent and employee of the Service Provider. For the purposes of the Contract, the acts and omissions of each Sub-contractor and its Personnel will be deemed to be the acts and omissions of the Service Provider.

39. Privacy and data protection

39.1 Personal Information

Each Party agrees to comply with their obligations under the Privacy Act in respect of Personal Information obtained by or disclosed to them pursuant to the Contract.

39.2 Warranty

Each Party warrants to the other Party that it has complied with the Privacy Act in obtaining any Personal Information disclosed by it pursuant to the Contract.

39.3 Data protection

In addition to its obligations under the Privacy Act, the Service Provider agrees to:

- (a) only Process the Company's Personal Information for the purposes of the Contract;
- (b) not disclose the Company's Personal Information to any other person without the Company's prior written consent, unless the disclosure is required by law;
- (c) immediately notify the Company if it considers that the disclosure of the Company's Personal Information may be required by law;
- (d) put in place and maintain appropriate technical and organisational measures to prevent against unauthorised and/or unlawful Processing of the Company's Personal Information;
- (e) put into place and maintain appropriate technical and organisational measures against unauthorised access, loss, destruction, misuse, modification, disclosure or damage to the Company's Personal Information;
- (f) take all necessary steps to ensure that its Processing of the Company's Personal Information will be fair and lawful and, for this purpose, the Service Provider may reasonably enquire of the Company as to the manner in which the Company obtained the Company's Personal Information; and
- (g) immediately notify the Company and any relevant Government Agency of any Notifiable Data Breach.

39.4 Individual complaints

- (a) If an individual complains to the Company that the Service Provider (or any of its Personnel) has, in the performance of the Contract, handled his or her Personal Information inappropriately, the Company must promptly give the Service Provider sufficient details about the complaint to minimise any further misuse.
- (b) If an individual complains to the Service Provider that the Service Provider (or any of its Personnel) has, in the performance of the Contract, handled his or her Personal Information inappropriately, the Service Provider must:
 - (i) promptly inform the Company of the complaint; and
 - (ii) provided the individual has consented, provide the Company with the Personal Information that is the subject of the complaint.

39.5 Service Provider indemnity

Without limiting Clause 25, the Service Provider indemnifies the Company and must keep the Company indemnified in respect of all Liabilities incurred by or awarded against the Company arising out of or in connection with any breach by the Service Provider of its obligations under the Privacy Act or this Clause 39.

39.6 Survival of Clause

This Clause 39 will survive the expiry or termination of the Contract.

40. Waiver

A failure to exercise, or any delay in exercising any right, power or remedy by a Party does not operate as a waiver. A single or partial exercise of any right, power or remedy does not preclude any other or further exercise of that or any other right, power or remedy. A waiver is not valid or binding on the Party granting that waiver unless made in writing.

41. Further assurances

Each Party agrees to do all things and execute all deeds, instruments, transfers or other documents as may be necessary or desirable to give full effect to the provisions of the Contract and the transactions contemplated by it.

42. Severability

42.1 Severability

Any provision of the Contract which is prohibited or unenforceable in any jurisdiction is ineffective as to that jurisdiction to the extent of the prohibition or unenforceability. This does not invalidate the remaining provisions of the Contract nor does it affect the validity or enforceability of that provision in any other jurisdiction.

42.2 Negotiation in good faith

Where a provision is prohibited or unenforceable, the Parties must negotiate in good faith to replace the invalid or unenforceable provision with a provision which is in accordance with the applicable law and which must be as close as possible to the Parties' original intent and appropriate consequential amendments (if any) will be made to the Contract.

43. Governing law

The Contract is governed by the laws of New South Wales. Each Party submits to the non-exclusive jurisdiction of the Courts exercising jurisdiction there in connection with matters concerning the Contract.