

## AUSTRALIAN PURCHASE ORDER TERMS AND CONDITIONS

### 1. DEFINITIONS

1.1 In this Purchase Order (unless the context otherwise requires):

**Advance Payment** means any payment made by the Company to the Contractor in connection with this Contract, prior to the Contractor issuing an Invoice.

**Affected Obligations** means the obligations of an Affected Party the performance of which are prevented by a Force Majeure Event.

**Affected Party** means the Party affected by a Force Majeure Event.

**Anti-competitive Behaviour** means any conduct (including entering into, or giving effect to, an agreement or any other form of coordination or cooperation), whether past, present or potential, that is unlawful or otherwise restricted or prohibited under any applicable competition Law.

**Applicable Anti-corruption Laws** means any anti-corruption Laws that are applicable to either the Company, the Contractor or this Purchase Order, including without prejudice to the generality of the foregoing:

- (a) the United States Foreign Corrupt Practices Act;
- (b) the United Kingdom Bribery Act 2010;
- (c) the Australian Criminal Code 1995 (Cth); and
- (d) the Criminal Finance Act 2017.

**Applicable Modern Slavery Laws** means any Laws directed to criminalising, regulating or preventing Modern Slavery which are applicable to the Contractor, the Company or the subject matter of this Purchase Order, including without prejudice to the generality of the foregoing the Australian *Modern Slavery Act 2018* (Cth) and the UK *Modern Slavery Act 2015*.

**Applicable Trade Controls Laws** means any sanctions, export control, or import laws, or other regulations, orders, directives, designations, licenses, or decisions relating to the trade of goods, technology, software or services which are imposed, administered or enforced from time to time by Australia, Canada, the United States, the United Kingdom, the European Union, European Union Member States, Switzerland, the United Nations, the United Nations Security Council, or any other country with jurisdiction over activities undertaken in connection with this Purchase Order, and also includes U.S. anti-boycott laws and regulations.

**Authority** means any national, state, provincial, regional, territorial, local or municipal government, regulators, ministry, governmental department, commission, board, bureau, agency, instrumentality, executive, legislative, judicial or administrative body, in each case with jurisdiction.

**Background IP** means any Intellectual Property in existence before the date of this Purchase Order or that comes into existence after the date of this Purchase Order other than in connection with this Purchase Order which the relevant Party makes available, contributes, brings to or uses in connection with this Purchase Order.

**BHP** means BHP Group Limited.

**Business Day** means a day that is not a Saturday, Sunday, a public holiday at the Site, nor 27, 28, 29, 30 or 31 December.

**Code of Conduct** is the policy published by the Company on the Company's website: <https://www.bhp.com/about/operating-ethically/our-code>, as may be updated from time to time by notice in writing by the Company in accordance with the process in clause 20.

**Company** means the entity named as such in this Purchase Order.

**Company Data** means any information or data relating to the Company's business, or a member of the Company Group's business, including its operations, facilities, customers, employees, assets, products, sales and transactions, in whatever form the information exists, and includes any:

- (a) data accessed by any person through the provision of the Software or Support Services;
- (b) database in which data or information is contained;
- (c) documentation or records related to data or information;
- (d) products resulting from the use or manipulation of data or information; and
- (e) copies of any of the above.

**Company Group** means the following entities and persons individually and collectively:

- (a) the Company;
- (b) the Company's Related Entities;
- (c) the Company's separate contractors;
- (d) the Company's co-venturers, co-owners, partners, joint venturers, co-lessees, co-working interest owners, farmers, and farmees, and their respective Related Entities; and
- (e) the agents, representatives, directors, officers, assigns, managers, members, shareholders, owners, and employees of all of the foregoing.

**Company Personal Information** means all data, other information or an opinion, whether recorded in a material form or not, in respect of the Company's business or a member of the Company Group's business or customers or Company's Personnel, made available to, or Processed by, the Contractor or any Contractor's Personnel in connection with the Purchase Order which relates to an identified or identifiable natural person (such as a natural person who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person), whether such data, information or opinion is true or not.

**Company's Technical Material** means any Technical Material provided by the Company to the Contractor for the purposes of this Purchase Order or which is copied or derived from Technical Material so provided.

**Confidential Information** means:

- (a) the terms of this Purchase Order;

- (b) all information (in any form) relating to the Company or the Company Group made available to the Contractor at any time in connection with this Purchase Order;
- (c) any information that concerns the business, operations, finances, plans, Personnel or customers of the Company or the Company Group, which is disclosed to, or acquired by, the Contractor (including any information that is derived from such information); and
- (d) includes the Company Data,

but does not include information which:

- (e) is or becomes public knowledge other than by a breach of this Purchase Order; or
- (f) has been independently developed by the Contractor without breach of this Purchase Order or acquired by the Contractor from a source which was not subject to a duty of confidentiality to the Company or its Related Entities (but only if, to the Contractor's knowledge, the source is not prohibited from disclosing such Confidential Information to the Contractor).

**Consequential Loss** means loss of production, loss of profit or anticipated profit, or loss of opportunities.

**Consumption Tax** means value-added tax, goods and services tax or any tax analogous thereto, but excludes any statutory late payment interest or penalties except where the replacement clause applies pursuant to clause 6.9, in which case **Consumption Tax** means value-added tax, goods & services tax, sales tax, use tax, or any tax analogous thereto, but excludes any statutory late payment interest or penalties.

**Contractor** means the person or entity named as such in this Purchase Order.

**Contractor Reference Document** means a delivery document, dispatch note, time sheet, claim form or such other document which evidences the delivery of the Goods, installation of the Software, or the performance of the Services.

**Data Privacy Laws** means all laws now or in the future relating to data protection, privacy and information security, including all applicable international, regional, federal, or national data protection laws, regulations and regulatory guidance.

**Defaulting Party** has the meaning given in clause 9.2.

**Defect** means any aspect of the Supplies not in accordance with this Purchase Order, or any damage, deficiency, fault or inadequacy in design, performance, workmanship, quality or makeup of the Supplies.

**Defects Correction Period** means:

- (a) in respect of Goods, 24 months from the date of delivery of the Goods;
- (b) in respect of Software, 12 months from the date of installation of the Software; and
- (c) in respect of Services, 12 months from the date on which a Service is last performed.

as adjusted in accordance with this Purchase Order.

**Delivery Date** means the delivery date specified on the Purchase Order.

**Delivery Point** means the Site, or such other place which is specified in the Purchase Order as the place for delivery of the Goods.

**Develop**, in connection with a thing, includes to alter, customise, modify or create derivative works based on that thing.

**Disabling Code** means any computer virus or other code which is intended to or would have the effect of intercepting, accessing, copying, disrupting, impairing, denying or otherwise adversely affecting security, performance, integrity, reliability, access to or use of any information technology, data or telecommunications system, equipment or network, including worms, spyware, adware, keyloggers, trojans and any new types of programmed threats that may be classified.

**Documentation** means all documentation reasonably necessary to effectively Use the Software, including the documentation specified in the Purchase Order and any amendments or updates to the documentation provided by the Contractor.

**Existing Infrastructure** means existing plant, services or improvements, if any, located within or in the vicinity of the Site, including any buildings and infrastructure providing any power, water and other necessary consumables for the Services, to which the Services will be interconnected.

**Fixed Term Licence** means a Software licence granted under clause 36.2 on a fixed term basis, as set out in the Purchase Order.

**Force Majeure Event** means:

- (a) industrial disputes of general application which are not particular to the affected Party or its Personnel and which are not limited to the Site;
- (b) cyclone, hurricane, flood, fire or earthquake; or
- (c) war, revolution, embargo, riot, act of terrorism, or civil disturbance;

provided that the event or circumstance:

- (d) is beyond the control of the Party affected by that event or circumstance;
- (e) prevents the performance by the Affected Party of any of its obligations under this Contract; and
- (f) cannot be prevented, overcome or remedied by the exercise by the Affected Party of a reasonable standard of care and diligence or the expenditure of a reasonable sum of money.

**Good Industry Practice** means that degree of skill, care, prudence, foresight and practice which would ordinarily be expected of an expert, skilled, experienced and leading supplier of services of the same or a similar nature to the Services.

**Goods** means the goods, if any, specified as such in this Purchase Order (including any part of the goods specified).

**Government Official** means any:

- (a) individual who is employed by or acting on behalf of an Authority, government, government-controlled entity, wholly or partially-owned government entity, or public international organisation;
- (b) political party, party official or candidate;

- (c) individual who holds or performs the duties of an appointment, office or position created by custom or convention; or
- (d) individual who holds themselves out to be the authorised intermediary of any person specified in paragraphs (a), (b) or (c) above.

**GST** means goods and services tax applicable on any transaction under the GST Law and includes goods and services tax compensation cess.

**GST Law** means the Central Goods and Services Tax Act, 2017, the Integrated Goods and Services Tax Act, 2017, the Union Territory Goods and Services Tax Act, 2017, Goods and Services Tax Compensation Cess Act, 2017, any State Goods and Services Tax Acts, and any associated ordinance, regulations or rules as may be introduced and amended from time-to-time.

**Industrial Action** has the meaning ascribed to it in Section 19 of the Fair Work Act 2009 (Cth).

**Intellectual Property** means any subject matter, whether tangible or intangible, that attracts, or is susceptible to protection by, Intellectual Property Rights.

**Intellectual Property Rights** means all copyright and analogous rights (including Moral Rights), all rights in relation to inventions (including patent rights), registered and unregistered trademarks (including service marks), registered designs, confidential information (including trade secrets), know-how, circuit layouts and all other rights throughout the world resulting from intellectual activity in the industrial, scientific or artistic fields. These rights include:

- (a) all rights in all applications to register these rights; and
- (b) all renewals and extensions of these rights.

**Interest Rate** means the monthly corporate overdraft interest rate (or where that rate is not available, a similar rate chosen by the Company) quoted by the Commonwealth Bank of Australia for amounts comparable to the amount in question.

**Invoice** means an invoice submitted by the Contractor in accordance with clause 5 containing all particulars prescribed under the applicable Law including, for the purposes to Schedule 1, the tax invoice requirements of the GST Law or a recipient created tax invoice generated by the Company which meets all of the requirements of a valid invoice for Consumption Tax purposes in the Jurisdiction.

**Jurisdiction** means the jurisdiction where the Site is located.

**Law** means:

- (a) all legislation including regulations, bylaws, orders and other subordinate legislation;
- (b) other than in circumstances where the Site is located in a civil law jurisdiction, common law; and
- (c) any licence, permit, consent, authorisation, registration, filing, agreement, notice, notarisation, approval, determination, certificate, ruling, exemption from any Authority or under any Law which must be obtained or satisfied and includes any condition or requirement under the foregoing.

**Licence Term** means the term of the Fixed Term Licence granted under clause 36.2, as set out in the Purchase Order.

**Loss** means loss, damage, liability, charge, expense, outgoing or cost (including all reasonable legal and other professional costs) of any nature or kind.

**Minimum Requirements for Suppliers** are the Company's minimum health, safety, environment, community and business conduct requirements for its suppliers, as published by the Company on the Company's website: <https://www.bhp.com/suppliers/become-a-supplier>, as may be updated from time to time and notified by the Company to the Contractor in writing.

**Modern Slavery** means serious exploitation of individuals for commercial or personal gain. This includes trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour, as defined in Applicable Modern Slavery Laws or relevant international standards from time to time. The worst forms of child labour means situations where children (ie, persons under the age of 18) are subjected to slavery or similar practices, or engaged in hazardous work.

**Moral Rights** means:

- (a) any moral rights arising under the *Copyright Act 1968* (Cth);
- (b) any rights described in Article 6b is of the *Berne Convention for the Protection of Literary and Artistic Works 1886* (as amended or revised from time to time), being 'droit moral'; and
- (c) any other similar rights arising under any other Law in Australia or anywhere else in the world at any time.

**Non-Defaulting Party** has the meaning given in clause 9.2(a).

**Non-Approved Technology Applications** are non-BHP sanctioned applications which utilise artificially intelligent learning language models (such as ChatGPT and Bard).

**Party** means the Company or the Contractor, and **Parties** means both of them.

**Payment Period** means the number of days specified in the relevant Purchase Order under "Payment Terms" after:

- (a) the date on which the relevant Invoice is generated (in the case of a recipient created tax invoice); or
- (b) the date on which the relevant Invoice is submitted by the Contractor (in all other cases),

**Personal Information** means information and data which relates to a living individual who can be identified from that information or from that information in combination with other information in the possession of, or reasonably likely to come into the possession of, the same party, whether the information is recorded in a material form or not.

**Personnel** means directors, officers, employees, agents, contractors and subcontractors, but a reference to the Company's Personnel excludes the Contractor.

**Price** means the price, rates or fees specified as such in this Purchase Order.

**Processing** means, in relation to information or data, collecting, using or disclosing the information or data and any other operation which may be performed upon the information or data and "**Process**", "**Processes**" and "**Processed**" will be interpreted accordingly.

**Project IP** means all Intellectual Property (present or future) created, discovered or coming into existence as a result of, for the purpose of, or in connection with the performance of this Purchase Order and, for clarity, excludes the Software.

**Protected Industrial Action** has the meaning ascribed to it in Section 408 of the Fair Work Act 2009 (Cth).

**Purchase Order** means a document entitled "Purchase Order" which is issued by the Company to the Contractor to order any Goods, Software and/or Services. A Purchase Order incorporates the Purchase Order Terms and Conditions and any other document which is attached to, or incorporated by reference in, the Purchase Order or Purchase Order Terms and Conditions.

**Purchase Order Terms and Conditions** means these terms and conditions.

**Related Entities** means, in relation to a Party or other entity, a body corporate which is:

- (a) a controlling company;
- (b) a controlled company; or
- (c) a controlled company of a controlling company,

of that Party or other entity.

For the purposes of this definition, one body corporate controls another when at the relevant time:

- (d) it owns either directly or indirectly or is otherwise in a position to cast, or control the casting of, not less than 50% of the shares entitled to vote at general meetings of that other body corporate; or
- (e) it controls the composition of a majority of the board of that other body corporate,

and "**controlled**" and "**controlling**" will be construed accordingly.

**Sanctioned Country or Territory** means any country or territory against which comprehensive sanctions are imposed, administered or enforced under any Applicable Trade Controls Laws. As at the date of this Purchase Order, Sanctioned Country or Territory includes, for example, Cuba, Iran, North Korea, Syria, and the Crimea, Donetsk and Luhansk regions of Ukraine.

**Sanctioned Party** means:

- (a) any person, vessel or entity that is designated for export controls or sanctions restrictions under any Applicable Trade Controls Laws, including but not limited to those designated on an affirmative list of sanctions targets such as the U.S. List of Specially Designated Nationals and Blocked Persons, Foreign Sanctions Evaders List, Entity List, Denied Persons List, Debarred List, Australia's Consolidated List, the UK Consolidated List and the EU Consolidated List of Persons, Groups, and Entities Subject to EU Financial Sanctions;
- (b) a government of, government agency of, an entity that is owned or controlled by the government of, or an entity organised under the laws of or that is located in or a resident of a Sanctioned Country or Territory; and
- (c) any entity 50% or more owned or controlled, directly or indirectly, by one or more of the foregoing persons or entities.

**Security Incident** means any actual or potential accidental, unauthorised or unlawful destruction, loss, alteration, or unauthorised third party access to or disclosure of Company Data.

**Service Levels** means the service levels set out in the Purchase Order in respect of the Support Services.

**Services** means the services, if any, specified as such in this Purchase Order (including any part of the specified services and any ancillary services) and includes the Support Services.

**Site** means the place described as such in this Purchase Order as the place for the use or storage of the Goods by the Company, delivery and installation of the Software or for the performance of the Services.

**Site Standards and Procedures** means all the Company's standards, policies and procedures that are of general application at the Site in relation to matters concerning safety, health, the environment, industrial relations and personal conduct that are notified by the Company or a Related Entity to the Contractor in writing from time to time (including via the relevant Site's safety management system or the relevant document management system or communications application in use at the Site or for this Purchase Order).

**Software** means the software specified in the Purchase Order, including any Update provided by the Contractor as part of the Support Services and any other modification of the Software provided by the Contractor.

**Software Infringement Claim** means any claims, proceedings, demands and actions of any nature whether actual or threatened made against the Company or its Related Entities arising out of or in connection with any claim by a third party that the Intellectual Property Rights, Moral Rights or any other rights of any person are or will be infringed by:

- (a) the assignment or grant of any licence of any Intellectual Property Rights under this Purchase Order; or
- (b) the Use or Development of the Software and Documentation in accordance with this Purchase Order.

**Source Code** means:

- (a) computer programs expressed in a source language or form which can be interpreted or compiled and then executed by a computer as commands; and
- (b) all documentation and tools reasonably required to enable a person having commercially available computer programming skills to read, understand and modify those computer programs.

**Specifications** means the specifications for the Software set out in or referred to in the Purchase Order.

**Supplies** means the:

- (a) supply of the Goods;
- (b) performance of the Services; and/or
- (c) supply of the Software licence,

as applicable.

**Support Services** means the support services provided by the Contractor in connection with the Software, as described in this Purchase Order, including in clause 36.4.

**Tariff Concession** means a tariff, customs, excise or importation concession, or any concession analogous thereto.

**Tax:**

- (a) includes all present or future taxes, fees, levies, duties, imposts, assessment royalties, tariffs, and charges imposed or assessed in respect of this Purchase Order by all Authorities including income tax, payroll tax, statutory pension or superannuation contributions and workers' compensation payments and contributions, sales tax, customs duty, excise, and stamp duty, as well as interest, penalties and additions thereto; but,
- (b) does not include Consumption Tax.

**Technical Material** means the models, software (including source code and object code versions), information, design concepts, audio, video, drawings (including "as built" drawings), programmes, schedules, manuals, diagrams, charts, specifications, records, concepts, plans, formulae, designs (including structural, mechanical, electrical and instrumentation designs) in any medium, methods and processes, including all copies of and extracts from them and data stored by any means.

**Update** means any improvement to, or an extension of, the existing functionality or performance of the Software.

**Use** includes receiving, using, installing, adapting, modifying, operating, exercising, maintaining, managing, testing, copying and supporting.

**Wilful Misconduct** means any act or omission which was deliberate and wrongful, or involved reckless disregard or wanton indifference to the harmful consequences.

**Withholding Amount** means the amount that the Company is required by Law to withhold or deduct with respect to or which relates to any Tax.

## 2. APPLICATION OF TERMS

2.1 If the Purchase Order provides for the:

- (a) provision of Goods to the Company, the terms and conditions set out in Appendix A shall form part of the Purchase Order Terms and Conditions;
- (b) provision of Services to the Company, the terms and conditions set out in Appendix B shall form part of the Purchase Order Terms and Conditions; or
- (c) licensing of Software to the Company, the terms and conditions set out in Appendix C shall form part of the Purchase Order Terms and Conditions,

and if this Purchase Order is for any combination of Goods, Services and Software, each relevant Appendix shall apply. The terms of the appendices take precedence over these Purchase Order Terms and Conditions to the extent of any inconsistency.

2.2 To the extent permitted by Law and to the extent the Contractor's terms and conditions are supplied to the Company in respect of the Supplies (including as printed on consignment notes or other documents), those terms and conditions will be of no legal effect and will not constitute part of this Purchase Order (even if any representative of the Company signs those terms and conditions or annexes the terms and conditions to this Purchase Order).

- 2.3 Where this Purchase Order relates to Supplies the subject of a contract between the Contractor and the Company, the terms of that contract apply to the exclusion of these Purchase Order Terms and Conditions.
- 2.4 The Contractor agrees this Purchase Order does not prevent the Company from entering into arrangements or agreements with third parties for the purchase of any goods, software or services which are the same as or similar to the Supplies.

### **3. SUPPLY AND PERFORMANCE OF THE SUPPLIES**

- 3.1 In consideration of payment of the Price by the Company, the Contractor must supply the Supplies to the Company in accordance with, and as specified in, this Purchase Order (which includes these Purchase Order Terms and Conditions).
- 3.2 The Contractor and the Company acknowledge that the health and safety of all persons affected by the performance of the Purchase Order is at all times the paramount consideration in the undertaking and completion of the supply or performance of the Supplies.
- 3.3 The Contractor must, in supplying and performing the Supplies:
- (a) be aware of and comply with, and ensure that the Contractor's Personnel are aware of and comply with all applicable Laws;
  - (b) obtain, at the Contractor's expense, any necessary licences, permits, qualifications, registrations and other statutory requirements necessary for the performance of its obligations under this Purchase Order; and
  - (c) on request by the Company, provide to the Company and its Personnel any information and assistance required to identify, evaluate, implement and report on any matter required by Law in respect of anything used, produced or created in connection with the performance of the Contractor's obligations under this Purchase Order.

### **4. PRICE**

- 4.1 In consideration of the due and proper performance of this Purchase Order by the Contractor, the Company will pay to the Contractor the Price.
- 4.2 Unless this Purchase Order expressly provides otherwise, the Price is:
- (a) inclusive of all charges including insurance, premiums and costs, leave entitlements, freight, packaging, packing and delivery costs and Taxes;
  - (b) inclusive of the cost of any miscellaneous services of a kind which are commonly provided with the supply or performance of goods, services or software of the same or a similar nature to the Supplies and any miscellaneous items of a kind which are commonly used or supplied in conjunction with goods, services or software of the same or a similar nature to the Supplies; and
  - (c) not subject to rise and fall, escalation or review.

### **5. INVOICING AND PAYMENT**

- 5.1 The Contractor is not entitled to submit, and the Company is not obliged to pay any amount in respect of, a Contractor Reference Document or any Invoice unless the Contractor has:
- (a) effected the insurance required by clause 16 and when required, provided evidence of this to the Company in accordance with clause 16.4; and

- (b) complied with its obligations under clause 33.
- 5.2 On delivery of the Goods, installation of the Software, completion of the Services, or such other time as may be specified in the Purchase Order the Contractor must provide to the Company:
- (a) where the Parties have agreed to recipient created tax invoices, a Contractor Reference Document; or
- (b) if the Company directs, an Invoice which meets all the requirements of a valid invoice for Consumption Tax purposes in a relevant jurisdiction,
- which must comply with clause 5.3.
- 5.3 A Contractor Reference Document or any Invoice provided by the Contractor must:
- (a) be provided using an electronic invoicing system if the Company directs;
- (b) refer to the Purchase Order including the line item numbers on the Purchase Order and the Purchase Order number (if any);
- (c) include a detailed description of the delivered Goods, installed Software or Services completed, including the date of delivery, installation or completion in respect of which the Contractor Reference Document or Invoice relates and the relevant quantity;
- (d) include an individual reference number for the Company to quote with remittance of payment;
- (e) detail the Price relating to the relevant Goods, Software and/or Services, broken down to reflect the same Price components on the relevant Purchase Order;
- (f) set out the amount of any applicable Consumption Tax;
- (g) state the Company operation and Site; and
- (h) state the Company contact name.
- 5.4 The provision of a Contractor Reference Document or Invoice that complies with the requirements of clause 5.3 is a precondition to the Contractor's right to payment for the Supplies which are the subject of a Contractor Reference Document or Invoice.
- 5.5 If any Contractor Reference Document or Invoice does not contain the information required by clause 5.3 the Company may at its option complete any missing information or return it to the Contractor, in which case the Contractor must submit a replacement compliant Contractor Reference Document or compliant Invoice.
- 5.6 If the Company requests, the Contractor must provide the Company with all relevant records to calculate and verify the amount set out in any Contractor Reference Document or any Invoice.
- 5.7 Subject to clause 5.8 and clause 5.9, the Company must pay all Invoices in the payment run that occurs immediately following the expiry of the Payment Period, except where the Company is required by Law to pay within a shorter time frame, in which case the Company must pay within that time frame.
- 5.8 If the Company reasonably disputes any Invoice or Contractor Reference Document:

- (a) to the extent permitted by Law, the Company may withhold payment of the disputed part of the relevant Invoice or Contractor Reference Document pending resolution of the dispute; and
  - (b) if the resolution of the dispute determines that the Company must pay an amount to the Contractor, the Company must pay that amount upon resolution of the dispute, plus simple interest accruing daily at the Interest Rate on the amount withheld, from the date which is 30 days after the due date for payment under clause 5.7 for such withheld amount. The Contractor agrees that payment of interest under this clause 5.8(b) will be full compensation for the Contractor's loss due to non-payment and, subject to clause 9.2 is the Contractor's sole remedy for late payment.
- 5.9 The Company may reduce any payment due to the Contractor under this Purchase Order by any amount which the Contractor must pay the Company, including costs, charges, damages and expenses and any debts owed by the Contractor to the Company in relation to or in connection with this Purchase Order, any other contract or agreement between the Company and the Contractor (including any other Purchase Order between the Company and the Contractor), or the Supplies. This does not limit the Company's right to recover those amounts in other ways.
- 5.10 Any money payable under this Purchase Order is to be paid by electronic funds transfer to the Contractor's nominated bank account or by such other means as the Parties agree.
- 5.11 A payment made pursuant to this Purchase Order will not be taken or construed as proof or admission that the Goods, Software or Services supplied or performed, or any part of the Goods, Software or Services supplied or performed, were to the satisfaction of the Company but will only be taken to be payment on account.
- 5.12 The Parties agree that the Company takes no responsibility to ascertain whether or not any payment made under the Purchase Order has been received by the Contractor.
- 5.13 The Company shall not be liable for any payment made by the Company but not received by the Contractor as a result of any actual or potential accidental, unauthorised or unlawful destruction, loss, alteration or unauthorised third party use of, access to or control of a computer, computer system, data, information or electronic communications network used or managed by, or on behalf of, the Contractor or the Contractor's financial institution.
- 6. TAXES**
- 6.1 Except where otherwise provided by Law, the Contractor must pay all Taxes to the relevant Authority. If the Contractor pays any Taxes on behalf of the Company, the Contractor must provide the Company with documentary evidence of the payment of those Taxes.
- 6.2 Where the Company reasonably believes in good faith that it is required by Law to withhold or deduct any Withholding Amount from any payment due to the Contractor, the Contractor:
- (a) authorises the Company to withhold or deduct the Withholding Amount; and
  - (b) acknowledges and agrees that when the Company pays the Withholding Amount to the relevant Authority, the Company is deemed to have paid an amount equal to the Withholding Amount to the Contractor. For the avoidance of doubt, the Company shall not be under any obligations to make payments of additional amounts (or "gross up") in respect of Tax it has withheld or deducted from any payment to the Contractor,
- and when the Company withholds or deducts that amount from any payment due to the Contractor, the Company must give the Contractor written notice of the Withholding Amount.

- 6.3 Where a relevant Authority requires the Company to pay to it a Withholding Amount that exceeds the amount that was withheld or deducted under clause 6.2, the Company may provide the Contractor with proof from the relevant Authority that payment is required, request the Contractor to pay and the Contractor:
- (a) must pay the excess amount to the Company; and
  - (b) acknowledges and agrees that when the Company pays the Withholding Amount referred to in clause 6.3(a) to the relevant Authority, the Company is deemed to have paid an amount equal to the Withholding Amount to the Contractor. For the avoidance of doubt, the Company shall not be under any obligations to make payments of additional amounts (or "gross up") in respect of Tax it has withheld or deducted from any payment to the Contractor or an amount referred to in this clause 6.3(b),
- and if the Company withholds or deducts that amount from any payment due to the Contractor, the Company must give the Contractor written notice of the Withholding Amount.
- 6.4 If any Goods are to be imported into the Jurisdiction:
- (a) if a Tariff Concession is available to the Company, the Contractor must supply all documentation and do all that is reasonably necessary to assist the Company to obtain the Tariff Concession in respect of those Goods;
  - (b) if a Tariff Concession is available to the Contractor, the Contractor must take all reasonable steps to obtain the Tariff Concession in respect of those Goods; and
  - (c) the Company will be entitled to the sole and full benefit of any Tariff Concession granted in respect of those Goods under clause 6.4(a) or (b).
- 6.5 All amounts, consideration, supplies and transactions referred to in, or made under or in connection with, this Purchase Order are exclusive of Consumption Tax, unless expressly indicated otherwise.
- 6.6 The Consumption Tax treatment of a taxable supply or taxable transaction made by a Party (**the supplier**) to another Party (**the recipient**) under or in connection with this Purchase Order will be determined pursuant to the Consumption Tax Laws applicable in the jurisdiction where the taxable supply or taxable transaction for Consumption Tax purposes is deemed to take place. If Consumption Tax is payable by the supplier, the recipient will pay to the supplier an amount equal to the Consumption Tax at the rate applicable from time to time provided that such amount will only be required to be paid:
- (a) once the supplier provides the recipient with a valid Invoice (or if applicable, upon the creation of a valid recipient created tax invoice) for Consumption Tax (applicable in the jurisdiction) in relation to that amount; and
  - (b) if the Company is the recipient, where the Company is entitled to claim a refund or credit for that amount under the applicable Consumption Tax Law.
- 6.7 In circumstances where an adjustment is required under the applicable Consumption Tax Law, the Party which issued the Invoice or the recipient created tax invoice (as the case may be) must promptly create an adjustment note for any overpayment or underpayment of Consumption Tax and, where applicable, the supplier must apply to the relevant Authority for a refund of any overpayment by the supplier of Consumption Tax. The supplier must refund to the recipient any such overpayment. The recipient must pay the supplier an amount equal to any underpayment of Consumption Tax.
- 6.8 If:

- (a) a payment to satisfy a claim under or in connection with this Purchase Order (for example, under an indemnity) gives rise to a liability to pay Consumption Tax then the payer must pay, and indemnify the payee on demand against, the amount of that Consumption Tax (subject to the issue of a valid tax invoice by the supplier to the recipient or creation of a valid recipient created tax invoice by the recipient, as the case may be, or documentation analogous thereto required under the applicable Consumption Tax Law); and
- (b) a Party has such a claim for a cost or expense on which that Party must pay or has paid an amount on account of Consumption Tax, then the claim is for the cost inclusive of Consumption Tax (except any Consumption Tax for which that Party, or its representative member if the Party is a member of a Consumption Tax group, can claim a refund or credit).

6.9 If there is any purchase or receipt of either or all of any goods, software or services made under, or in connection with, this Purchase Order in a State of the United States of America, then the above clauses 6.6, 6.7 and 6.8 will not apply in respect of such and the following replacement clause will apply instead:

“As allowed by law, the Contractor may collect Consumption Taxes imposed by law on the Company’s payment of the Price, provided that the Contractor includes a charge for such Consumption Taxes as a line item on the related invoice. The Contractor shall not collect Consumption Taxes to the extent that the Company provides documentation that the payment is for Goods, Software or Services that are not subject to Consumption Taxes or that it is entitled to an exemption. The Parties shall cooperate in minimizing Consumption Taxes under this Purchase Order. The Contractor agrees to remit and report Consumption Taxes collected from the Company to the appropriate Authority. The Contractor shall be solely responsible for all penalty, interest, and additions to tax resulting from its failure to properly and timely collect and remit Consumption Taxes and shall indemnify and hold the Company harmless for any such penalty, interest, and additions to tax imposed on the Company.”

- 6.10 If the Jurisdiction is India, or where the Jurisdiction is not India but there is a taxable supply in India, as defined under the GST Law, then Clauses 6.5 to 6.8 above will not apply and the terms set out in Schedule 1 to this Purchase Order will apply.
- 6.11 Without prejudice to the foregoing provisions of this clause 6, if any amount paid by or due from the Contractor under or pursuant to this Purchase Order in respect of any warranty, representation or undertaking or under any covenant or indemnity or any similar compensatory payment is subject to Taxes, or would (but for the availability of any relief in respect of Taxes) be subject to Taxes, in the hands of the Company, then the amount so paid or due shall be increased to an amount which (after subtraction of the amount of any liability to Taxes) shall leave the Company with the same amount as it would have been entitled to receive in the absence of any such liability for Taxes.

## 7. PERSONNEL

- 7.1 The Company may require the removal from the Site or the performance of this Purchase Order of any Contractor’s Personnel who, in the Company’s reasonable opinion:
  - (a) do not have the competence, qualifications or experience necessary for the work or services assigned to that person in respect of this Purchase Order;
  - (b) has engaged in conduct which breaches or is inconsistent with BHP’s Code of Conduct or the Site Standards and Procedures;
  - (c) the Company suspects has engaged in conduct contrary to clause 7.1(b), including in circumstances where a complaint of such conduct has been made against the person; or

- (d) poses a risk to health and safety of the person or others if permitted to continue to work at the Site or perform this Purchase Order.

7.2 The Contractor must promptly remove such Personnel identified pursuant to clause 7 and find replacements at the Contractor's cost.

### **Industrial relations management in Australia**

7.3 The Contractor is responsible for all industrial relations management in respect of or in connection with this Purchase Order including the resolution of all Industrial Action and all industrial matters pertaining to the Contractor's Personnel.

7.4 The Contractor must not, without express prior written approval of the Company, enter into any form of registered industrial agreement or consent to the making of any regulated labour hire arrangement order, with respect to the terms and conditions offered to Contractor's Personnel engaged in respect or in connection with this Purchase Order.

7.5 The Contractor must:

- (a) take all reasonable measures to prevent the occurrence, and minimise the continuance, of Industrial Action that is not Protected Industrial Action at the Site;
- (b) take all reasonable measures to minimise the impact of Protected Industrial Action
- (c) participate in any meeting called by the Company to deal with Site industrial relations issues and coordinate and cooperate with the Company and other contractors (where relevant) in the pursuit of common industrial relations outcomes; and
- (d) advise the Company immediately and keep the Company fully informed of:
  - (i) any Industrial Action, including any contingency or business continuity plans the Contractor proposes to implement to minimise or negate the effects of the Industrial Action;
  - (ii) any potential or actual dispute between the Contractor (or any of its Subcontractors) and their respective employees, or with any union or industrial regulatory body;
  - (iii) any demand for wages or conditions in excess of or outside the scope of current and applicable industrial awards or registered industrial agreements or orders;
  - (iv) any union right of entry requests (including any request to produce, or provide access to, a record or document);
  - (v) the appointment of any of the Contractor's Personnel as workplace delegates; and
  - (vi) the exercise of any right by a workplace delegate which impacts, or has the potential to impact, safe performance of this Purchase Order or the Company's rights; and
- (e) consult with the Company before taking any act or making any omission that has the potential to affect industrial relations with the Company, other Contractors or those performing any other work or activities connected with the Site.

7.6 The Contractor is fully and solely responsible for the prompt payment of all salaries, wages, commissions, allowances and other remuneration to the Contractor's Personnel and for the

deduction and payment of the applicable Taxes and for the remittance of such sum to Tax or other Authorities.

- 7.7 The Contractor must ensure that its Subcontractors promptly pay all applicable salaries, wages, commissions, allowances and other remuneration to the employees or representatives of the Subcontractors. During the performance of the Work under Contract, the Contractor must comply with all lawful Directions issued by the Company regarding industrial relations matters.
- 7.8 Clause 7.3 to 7.7 applies to performance of this Purchase Order in Australia only.

## 8. ACCEPTANCE AND CHANGE OF A PURCHASE ORDER

The Contractor may request changes to this Purchase Order, by written notice to the Company contact specified in this Purchase Order, in response to which the Company may issue a changed Purchase Order. If the Company is unable to accept the requested changes, the Company will cancel this Purchase Order.

## 9. ENDING THIS PURCHASE ORDER

- 9.1 The Company may, in its absolute discretion and for any reason whatsoever, and without being obliged to give any reasons, end this Purchase Order at any time by giving written notice to the Contractor. On termination of the Purchase Order under this clause 9.1, the Contractor's entitlements are as set out in clause 30, clause 35 or clause 38 (as applicable) will apply.

- 9.2 A Party (**Non-Defaulting Party**) may immediately end this Purchase Order by notice in writing to the other Party (**Defaulting Party**):

- (a) if:
- (i) the Defaulting Party does not carry out (in whole or in part) a material obligation at the time and in the manner required under this Purchase Order; and
  - (ii) the Non-Defaulting Party has provided a notice of default and the Defaulting Party fails to remedy that default within the time specified in the notice of default (which in any event must not be less than 12 Business Days); or
- (b) if the Defaulting Party is insolvent.

- 9.3 If the Non-Defaulting Party terminates this Purchase Order pursuant to clause 9.2, then the Non-Defaulting Party is entitled to recover from the Defaulting Party any reasonable costs incurred or suffered by it or its Related Entities as a direct result of the termination.

- 9.4 Except as set out in this clause 9, and clauses 30, 35 and 38 (as applicable) the Contractor will not be entitled to make, and the Company will not be liable for, any further claim, including for any loss caused by the termination of the Purchase Order.

- 9.5 The consequences of termination in respect of Goods, Services and Software are set out in the relevant Appendix.

## 10. CONFIDENTIAL INFORMATION AND USE OF NON-APPROVED TECHNOLOGIES

- 10.1 The Contractor must not advertise or issue any information, publication, document or article (including photographs or film) for publication or media releases or other publicity relating to the Supplies, this Purchase Order or the Company's Confidential Information without the prior written approval of the Company.

- 10.2 The Contractor must not, and must ensure that the Contractor's Personnel do not, without the prior written approval of the Company:
- (a) use Confidential Information other than as necessary for the purposes of fulfilling the Contractor's obligations under this Purchase Order; or
  - (b) disclose the Confidential Information, other than:
    - (i) to the Contractor's Personnel who need the information to enable the Contractor to perform this Purchase Order;
    - (ii) to the Contractor's legal advisors, accountants or auditors; or
    - (iii) where disclosure is required by Law (including disclosure to any stock exchange).
- 10.3 The Contractor must, within 10 Business Days (or any other period agreed in writing by the Parties) after a direction by the Company to do so, return or destroy all Confidential Information in the Contractor's possession, custody or control.
- 10.4 Where the Contractor is a natural person, nothing in this clause prohibits, or requires approval for, the reporting of violations of Law to a governmental entity where permitted by applicable Laws. This provision is not intended to waive any applicable legal privilege or to affect the Parties' rights and obligations under clause 11.
- 10.5 The rights and obligations under this clause 10 continue after the termination of this Purchase Order.
- 10.6 The Contractor must not, without the Company's prior written consent:
- (a) use any Non-Approved Technology Applications to perform the Services or supply the Goods; or
  - (b) upload or disclose any Company Confidential Information to Non-Approved Technology Applications in connection with performing the Services, supplying the Goods, or otherwise (including for the purposes of improving the performance of the Services or supply of the Goods).

## 11. INTELLECTUAL PROPERTY

- 11.1 Subject to the terms and conditions of this clause 11, the Contractor's Background IP remains vested in the Contractor and the Company's Background IP and all Intellectual Property Rights in the Company's Technical Material remains vested in the Company.
- 11.2 The Contractor:
- (a) grants the Company a worldwide, non-exclusive, perpetual, royalty-free, irrevocable, transferable licence to Use the Contractor's Background IP (including the right to assign and sub-license the Contractor's Background IP), to the extent necessary to Use the Supplies and the Project IP; and
  - (b) assigns to the Company all Project IP upon the creation of that Project IP.
- 11.3 The Company grants the Contractor a non-exclusive, royalty-free, revocable, non-transferable licence to use the Project IP and the Company's Background IP to the extent required to perform the Contractor's obligations under this Purchase Order.

## 12. COMPANY DATA

- 12.1 The Company Data will at all times be the property of the Company, and the Company owns all rights, including Intellectual Property Rights, in and to the Company Data immediately on and from creation (including part creation).
- 12.2 The Contractor hereby unconditionally assigns, and must procure that any Related Entities of the Contractor and the Contractor's Personnel unconditionally assign, to the Company:
- (a) all Intellectual Property Rights (other than copyright) in and to the Company Data without the need for further assurance; and
  - (b) all copyright in the Company Data (or compilations of Company Data), as an assignment of future property under section 197 of the *Copyright Act 1968* (Cth) and in equity.
- 12.3 The Contractor must, if required by the Company, do all further things and execute all further documents necessary to assign Intellectual Property Rights in and to the Company Data to the Company.
- 12.4 The Contractor must not:
- (a) use the Company Data except as required for the supply or performance of the Supplies under this Purchase Order;
  - (b) reproduce the Company Data in whole or in part in any form except as required for the supply or performance of the Supplies under this Purchase Order; or
  - (c) disclose the Company Data to any third party or persons not authorised by the Company to receive it, except with the prior written consent of the Company.
- 12.5 If any of the Company Data in the possession or control of the Contractor, including any Company Data accessed through the provision of the Software or Support Services, is corrupted, lost or degraded as a result of the Contractor's breach of this Purchase Order, the Contractor must, to the extent it is capable, at its own cost carry out such remedial action to restore such Company Data.
- 12.6 The obligations on the Contractor under this clause 12 apply until the Contractor no longer has a copy of the Company Data.

## 13. INFORMATION SECURITY

- 13.1 The Contractor warrants, represents and undertakes that it will secure and protect the Supplies and all Company Data that it holds or has access to in connection with the Supplies, including by:
- (a) ensuring that access to Company Data by any of the Contractor's Personnel is restricted on a strict need to know basis and that such Personnel who have access to Company Data are bound by appropriate obligations of confidentiality and taking all reasonable steps in accordance with good industry practice to ensure the reliability of such Personnel;
  - (b) maintaining and enforcing safeguards against the accidental, unauthorised or unlawful destruction, loss, disclosure or alteration of, or access to Company Data that are no less rigorous than those maintained by the Contractor for its own information of a similar nature, or otherwise in accordance with good industry practice, including by;

- (i) undertaking prior to the supply or performance of the Supplies and maintaining a risk assessment that identifies, estimates and prioritizes cybersecurity, data protection and privacy risks resulting from the operation and use of the information systems and processes used in connection with the provision of the Supplies;
- (ii) applying, and updating, a proportional cybersecurity program that identifies and remediates weaknesses through the operationalisation of relevant security controls within the information systems and processes used in connection with the provision of the Supplies as a matter of routine; and
- (iii) being able to demonstrate to the reasonable satisfaction of the Company that the Contractor has an ongoing commitment to managing cybersecurity, data protection and privacy risk;

13.2 The obligations on the Contractor under this clause 13 apply for so long as the Contractor holds or has access to a copy of the Company Data.

## 14. PERSONAL INFORMATION AND PRIVACY

### Contractor Processing of Company Personal Information

14.1 Where the Contractor Processes Company Personal Information in connection with this Purchase Order, the Contractor will:

- (a) comply with all applicable Data Privacy Laws and not Process Company Personal Information in a manner that will or is likely to result in the Company breaching its obligations under Data Privacy Laws;
- (b) in respect of Company Personal Information collected directly from Company's Personnel, provide clear written notice to all such Company's Personnel of:
  - (i) the identity and contact details of the Contractor and its data protection officer ("DPO");
  - (ii) the categories of Personal Information that the Contractor may Process about such Company's Personnel;
  - (iii) the purposes for which the Contractor may Process such Personal Information and the legal basis for it doing so;
  - (iv) the categories of third parties to whom the Personal Information may be disclosed;
  - (v) subject to the Contractor's compliance with clause 14.1(d), if the Contractor intends on transferring Personal Information that is collected within one particular country outside that country, the Contractor must list the jurisdictions which the Contractor intends to transfer the collected Personal Information to and the transfer mechanism that will be used to transfer the collected Personal Information in accordance with applicable Data Privacy Laws; and
  - (vi) any other matters required by applicable Data Privacy Laws; and
  - (vii) any matters reasonably required by the Company from time to time,

and the Contractor will Process such Company Personal Information solely for the purposes identified in such notice, or otherwise as necessary to perform its obligations under this Purchase Order;

- (c) notwithstanding its obligation to comply in full with clause 13, take all appropriate technical and organisational measures against unauthorised or unlawful Processing of Company Personal Information;
- (d) not transfer (including by way of remote access) Company Personal Information collected within one particular country outside of that country unless the Company has given its prior written consent and the Contractor participates in a valid cross-border transfer mechanism under, or otherwise undertakes the transfer in compliance with, applicable Data Privacy Laws. A valid cross-border transfer mechanism may include, depending on the applicable Data Privacy Laws that apply in connection with such Company Personal Information, binding corporate rules, standard contractual clauses approved for such use or otherwise the recipient country being approved as adequate for the purposes of the applicable Data Privacy Laws; and
- (e) ensure that all Contractor's Personnel who have access to Company Personal Information are bound by appropriate obligations of confidentiality and have been provided with adequate training on the handling of Personal Information, and take all reasonable steps in accordance with Good Industry Practice to ensure the reliability of all such personnel.

14.2 If, for whatever reason, any transfer of Company Personal Information under clause 14.1(d) ceases to be lawful, the Contractor shall either:

- (a) with the Company's consent, implement an alternative lawful transfer mechanism; or
- (b) where an alternative lawful transfer mechanism is not viable, allow the Company to terminate this Purchase Order on 30 days' written notice, in which case, subject to clause 5, the Company will pay the Contractor, as the Contractor's sole and exclusive remedy in respect of the Company terminating this Purchase Order:
  - (i) for the Goods supplied and Services performed prior to the date of termination (and not yet paid); and
  - (ii) the relevant portion of the Purchase Order Price allocated for demobilisation.

#### **Contractor Processing of Company Personal Information on Company's behalf**

14.3 Without prejudice to clauses 14.1 and 14.2, where the Contractor Processes Company Personal Information on behalf of the Company or otherwise on the Company's instructions, the Contractor will:

- (a) Process such Company Personal Information only as is necessary for the purposes of performing its obligations under this Purchase Order and only in accordance with the written instructions given by the Company from time to time;
- (b) not publish, disclose or divulge (and ensure that no Contractor's Personnel will publish, disclose or divulge) any Company Personal Information to any third party unless the Company has given its prior written consent except to the extent required by applicable law;
- (c) inform the Company promptly, and in any event within two (2) Business Days, of any enquiry or complaint received from any regulatory body or any data subject;

- (d) provide, at the Contractor's own cost, full cooperation and assistance to the Company in relation to queries, complaints and other correspondence with any data subject or regulatory body regarding the Contractor's Processing of Company Personal Information and any other co-operation and information as the Company may reasonably request; and
  - (e) amend, update, supplement, return or destroy any Company Personal Information as soon as reasonably practicable at the Company's request.
- 14.4 Notwithstanding clause 14.3(a), the Contractor may:
- (a) Process Company Personal Information as required for the Contractor to comply with applicable laws to which the Contractor is subject, provided that the Contractor must inform the Company of the applicable legal requirement before proceeding, unless the law prohibits the Company from doing so on important grounds of public interest; and
  - (b) Process Company Personal Information that has been de-identified and aggregated in accordance with Good Industry Practice solely for the purposes of internal research and development or statistical reporting.
- 14.5 The categories of Company Personal Information to be Processed by the Contractor and the Processing activities to be performed under this Purchase Order are set out in Schedule 2 to this Purchase Order.

### **Subcontractors**

- 14.6 The Contractor will not subcontract any Processing of Company Personal Information without the Company's prior written consent.
- 14.7 The Contractor acknowledges that it is solely responsible for all Processing of Company Personal Information, including Processing by any subcontractor, and the Contractor must conduct its own due diligence on any subcontractor it chooses to subcontract to subject to clause 14.6.

## **15. INCIDENT NOTIFICATION AND MANAGEMENT**

- 15.1 The Contractor must notify the Company immediately (and in any event within 24 hours) upon becoming aware of any actual or potential Security Incident, breach of clause 14, or breach of any applicable Data Privacy Laws ("**Notifiable Incident**"), take all reasonable steps to mitigate the impact of the Notifiable Incident and provide, at the Contractor's own cost, all reasonable assistance required by the Company in investigating and resolving the Notifiable Incident.
- 15.2 In the event of a Notifiable Incident, the Contractor must:
- (a) provide the Company with a detailed description of the Notifiable Incident, the type of information that was the subject of the Security Incident, the identity of any affected individuals and all other information and cooperation which the Company may reasonably request no later than 48 hours after becoming aware of the Notifiable Incident;
  - (b) take immediate action, at the Contractor's own cost, to investigate the Notifiable Incident, to identify, prevent and mitigate the effects of the Notifiable Incident and, to carry out any recovery or other action necessary to remedy the Notifiable Incident. The Contractor must not tamper with any evidence and must ensure that any such recovery or other action does not compromise any technical information or artefacts (including, for example, logs) which would reasonably be required by the Company to understand the Notifiable Incident, mitigate its effects and/or prevent its recurrence; and

- (c) not issue, publish or otherwise make available to any third party any press release or other communication concerning the Notifiable Incident without the Company's prior approval;

## 16. INSURANCE

- 16.1 The Contractor must at its cost procure and maintain the following minimum insurances, unless stated otherwise in the Purchase Order:
- (a) workers' compensation and employer's indemnity insurance (referred to as employer's liability insurance in some jurisdictions) which complies with the relevant Laws, covering all claims and liabilities under any Law;
  - (b) public and product liability insurance on an occurrence basis with a limit of indemnity of not less than USD \$5,000,000.00 for each and every occurrence and, in the case of product liability, no less than USD \$5,000,000.00 in the aggregate during any 12 month period of insurance;
  - (c) if the Purchase Order requires the Contractor to use or provide the use of motor vehicles, motor vehicle liability insurance;
  - (d) if the Purchase Order requires the Contractor to provide professional services or advice, professional indemnity insurance of not less than USD \$1,000,000.00 for each claim and in the aggregate for all claims arising in the same insurance period, covering the liability of the Contractor for any professional services provided by the Contractor and the Contractor's Personnel under this Purchase Order;
  - (e) if the Purchase Order requires the Contractor to use or provide any plant or equipment for use on Site, property insurance covering the Contractor's plant and equipment against the risks of loss, damage or destruction by all insurable risks to the reasonable satisfaction of the Company for not less than their market value; and
  - (f) such other insurances as are stated in the Purchase Order.
- 16.2 The Contractor must ensure that each insurance referred to in:
- (a) clauses 16.1(a), 16.1(b), 16.1(c) and 16.1(e) is in force from the Purchase Order Date and is maintained until the end of the last Defects Correction Period;
  - (b) clause 16.1(d) is in force from the date of this Purchase Order and is maintained for at least 7 years after the end of the last Defects Correction Period, or such other period as the Parties may agree in writing; and
  - (c) clause 16.1(f) is in force from the date of this Purchase Order and is maintained until the end of the last Defects Correction Period unless otherwise stated in this Purchase Order.
- 16.3 The Contractor must ensure (and, where relevant, procure that its Subcontractors ensure) that any insurance required to be taken out under this clause 16 (other than statutory insurances under clauses 16.1(a) and 16.1(c)) is effected with reputable insurers with a financial security rating of A- or better by Standard & Poors or the equivalent rating with another internationally recognised rating agency.
- 16.4 The Contractor must, at the commencement of this Purchase Order and otherwise when requested by the Company provide to the Company certificates of currency as evidence of insurance.

16.5 Whenever a claim is made under any of the policies of insurance referred to in clause 16.1, the Contractor is liable for any excess or deductible payable as a consequence.

16.6 The insurance policies under this Purchase Order are primary, and not secondary, to the indemnities referred to in this Purchase Order. It is the intention of the Parties that the insurer cannot require any Party to exhaust a claim under an indemnity referred to in this Purchase Order before the insurer considers or pays the relevant claim.

## 17. LIABILITY

17.1 The Contractor indemnifies, and holds the Company and its Related Entities harmless in respect of any Loss suffered or incurred in connection with any claims, proceedings, demands and actions of any nature (except for any monetary penalty arising under WHS Laws in Australia where indemnity or other similar arrangement for such a penalty is expressly prohibited) whether actual or threatened made against the Company and/or its Related Entities arising out of or in connection with:

- (a) loss of or damage to real or tangible personal property, personal injury or death caused or contributed to by the Contractor by its breach of this Purchase Order or the negligence or omission of the Contractor or its Personnel under or in connection with this Purchase Order;
- (b) any claim that the use by the Company or its Related Entities or their Personnel of the Contractor's Background IP, Project IP or the Goods or Services, pursuant to this Purchase Order or the assignment of the Project IP to the Company infringes the Intellectual Property Rights of a third party;
- (c) breach by the Contractor of clause 14; or
- (d) the Contractor's failure to make any payment due to the Contractor's Personnel in respect of the performance of the Services under this Purchase Order, due to any Authority in respect of the Contractor's Personnel, including any payroll tax, superannuation or worker's compensation insurance,

except to the extent that such claim, proceeding, demand or action is caused by the breach of this Purchase Order by the Company or the negligent act or omission of the Company, its Related Entities or the Personnel of the Company or its Related Entities.

17.2 Except as set out in clause 17.4, neither Party will be liable to the other Party for any Consequential Loss suffered or incurred by the other Party in connection with this Purchase Order.

17.3 Except as set out in clause 17.4, each Party's liability to the other arising out of or in connection with this Purchase Order is limited to an amount equal to 100% of the Price.

17.4 Nothing in clause 17.2 or clause 17.3 excludes or limits:

- (a) a Party's liability for any:
  - (i) deliberate breach of this Purchase Order, Wilful Misconduct or fraud;
  - (ii) breach of any applicable Law;
  - (iii) death, personal injury or property damage;
  - (iv) breach of confidentiality; or
  - (v) breach of clause 14; or

- (b) the Contractor's liability:
- (i) to indemnify the Company and its Related Entities under clauses 17.1(b) and 39.1 in respect of breach of the Intellectual Property Rights or any other liability of the Contractor in relation to an infringement of Intellectual Property Rights; or
  - (ii) to the extent that the Contractor is required by this Purchase Order to procure and maintain insurance in respect of that liability.
- 17.5 If any Law relating to the apportionment of liability applies to this Purchase Order, then, to the extent that the Law may be lawfully excluded, the Law is excluded from operation with respect to any Dispute or action brought by one Party against the other Party arising out of or in connection with this Purchase Order or any Personnel of the Contractor or any of its subcontractors.

## **18. ASSIGNMENT AND SUBCONTRACTING**

- 18.1 The rights under this Purchase Order are personal to the Contractor and the Contractor cannot assign, transfer, charge or otherwise dispose of (including by way of declaration of trust) any of its rights, interests or obligations in respect of this Purchase Order without the prior written consent of the Company (which consent must not be unreasonably withheld).
- 18.2 The Company may assign its rights or delegate any obligation in respect of this Purchase Order or novate the Purchase Order to a Related Entity or a party financially capable of meeting its obligations, provided that as far as the Company is aware, such party is not a Sanctioned Party and is not in breach of any Applicable Anti-Corruption Laws, and the Contractor irrevocably consents to such assignment, delegation or novation. If required by the Company, the Contractor must enter into any document reasonably required to give effect to the assignment, delegation or novation.
- 18.3 The Contractor must obtain the approval of the Company before appointing a subcontractor to perform any part of its obligations under this Purchase Order. The Contractor is liable to the Company for the acts and omissions of any subcontractor as if they were acts and omissions of the Contractor.
- 18.4 The Contractor must ensure that all subcontracts contain terms that oblige the subcontractor to perform its obligations under the subcontract in a way that ensures that the Contractor complies with its obligations under this Purchase Order (including, but not limited to, clauses 3.3(c), 11.2, 20, 21, 23 and 24).

## **19. FORCE MAJEURE**

- 19.1 If a Force Majeure Event occurs, the Affected Party may give the other Party a notice containing full particulars of the Force Majeure Event (including its nature and likely duration), the Affected Obligations and the nature and extent of the effects of the Force Majeure Event on the Affected Obligations.
- 19.2 Provided that the notice contains all of the details referred to in clause 19.1, the Affected Obligations are suspended, to the extent that they are affected by the Force Majeure Event, from the date of the notice under clause 19.1 (and not before that date) until the impact of the Force Majeure Event has ceased.
- 19.3 On cessation of the Force Majeure Event which is the subject of a notice given under clause 19.1, the Affected Party must within a reasonable time, give notice to the other Party of the cessation of the Force Majeure Event and resume performance of the Affected Obligations suspended as a result of the Force Majeure Event.
- 19.4 The Affected Party must:

- (a) at its cost, use reasonable endeavours to reduce and remove the effect of the Force Majeure Event, which is the subject of a notice given under clause 19.1 (but this clause 19.4 does not require the Affected Party to settle strikes or industrial disputes which constitute Force Majeure Events on terms which are not commercially acceptable to the Affected Party); and
- (b) inform the other Party in writing every 10 Business Days (or any other period agreed in writing by the Parties) after the date of notification of the Force Majeure Event of the ongoing effect of, and the steps taken to remove the effects of, the Force Majeure Event.

## **20. BHP CODE OF CONDUCT AND MINIMUM REQUIREMENTS FOR SUPPLIERS**

- 20.1 BHP has developed a policy entitled “Working with Integrity: Code of Conduct”.
- 20.2 The Contractor acknowledges that it has access to a copy of the Code of Conduct and the Minimum Requirements for Suppliers, which can also be found at BHP’s website.
- 20.3 The Contractor is expected to read, understand and adhere to the Code of Conduct applicable at the date of this Purchase Order. Where an aspect of the Code of Conduct mandates a BHP internal standard, practice or process for the Company and its Related Entities, the Contractor is expected to adopt and adhere to a similar standard, practice or process, as applicable.
- 20.4 The Company will notify the Contractor in writing of any changes to the Code of Conduct or Minimum Requirements during the term of this Purchase Order and the Contractor must comply with the amended Code of Conduct or Minimum Requirements. Where a change to the Code of Conduct or Minimum Requirements causes a change to the scope of the Contractor’s obligations under this Purchase Order, provided that the costs of such change can be substantiated by the Contractor to the Company’s reasonable satisfaction, the Company will reimburse the Contractor for any reasonable costs directly incurred in implementing the change to the Contractor’s obligations.
- 20.5 In connection with performing the Contractor’s obligations under this Purchase Order, the Contractor must:
- (a) actively promote and require the Contractor’s Personnel to familiarise themselves and uphold the Company’s core values of respectful behaviours consistent with the Code of Conduct;
  - (b) ensure that it does not, and the Contractor’s Personnel do not engage in conduct that is inconsistent with the Company’s Code of Conduct including, but not limited to:
    - (i) violent or abusive conduct (actual or threatened);
    - (ii) sexual assault or harassment;
    - (iii) bullying, harassment or discrimination;
    - (iv) where a Contractor’s Personnel has alleged conduct that is inconsistent with the Company’s Code of Conduct, enforce any confidentiality obligations against that Contractor’s Personnel or require execution of any form of confidentiality agreement by that Contractor’s Personnel;
  - (c) familiarise itself with, and inform the Contractor’s Personnel of the availability of, the Company’s misconduct reporting channels for filing complaints and reporting compliance or business conduct-related concerns;

- (d) use the misconduct reporting channels to report compliance or business conduct-related concerns;
  - (e) at the conclusion of any process undertaken by the Contractor to address a complaint which involves Contractor Personnel, the Contractor will if requested by the Company submit a report which outlines:
    - (i) a summary of the process undertaken by the Contractor;
    - (ii) a summary of any records of interview (if applicable);
    - (iii) a summary of any evidence reviewed;
    - (iv) how conclusions were reached;
    - (v) findings; and
    - (vi) disciplinary outcomes or other resolutions if applicable.
- 20.6 Where the Company is conducting its own process to address a complaint which involves the Contractor's Personnel, the Contractor must:
- (a) provide the Company with such access, information and documentation as the Company reasonably requests to permit the Company to investigate and respond to the complaint; and
  - (b) on reasonable request by the Company, make the Contractor's Personnel available for interview by the Company.
- 20.7 The Contractor must, and must ensure that its subcontractors, comply with the Minimum Requirements for Suppliers in the supply or performance of the Supplies.

## **21. ANTI-CORRUPTION OBLIGATIONS**

- 21.1 The Contractor represents, warrants and agrees that neither the Contractor, any of its Related Entities nor their Personnel has authorised, offered, promised or given, or will authorise, offer, promise or give, anything of value (including a facilitation payment) to:
- (a) any Government Official, in order to influence or reward official action relating to either, or both, the Company or this Purchase Order;
  - (b) any person (whether or not a Government Official) to influence that person to act in breach of a duty of good faith, impartiality or trust ("acting improperly") in relation to either, or both, the Company or this Purchase Order, to reward the person for acting improperly or in circumstances where the recipient would be acting improperly by receiving the thing of value; or
  - (c) any other person while knowing, or while he or she ought reasonably to have known, that all or any portion of the money or other thing of value that was authorised, offered, promised or given or will be authorised, offered, promised or given to:
    - (i) a Government Official in order to influence or reward official action relating to either, or both, the Company or this Purchase Order; or
    - (ii) any person in order to influence or reward such person for acting improperly.

- 21.2 The Contractor will notify the Company promptly, and in any event within 5 Business Days, of any request or demand for any payment, gift or other advantage that violates any Applicable Anti-corruption Laws received by the Contractor, any of its Related Entities or their Personnel in relation to the Company or this Purchase Order.
- 21.3 The Contractor must ensure that neither the Contractor, any of its Related Entities nor their Personnel will receive or agree to accept any payment, gift or other advantage that violates any Applicable Anti-corruption Laws in relation to the Company or this Purchase Order.
- 21.4 Save for any ownership interest in respect of shares listed on a recognised stock exchange, the Contractor represents and warrants that:
- (a) neither the Contractor, any of its Related Entities nor any other entity in which the Contractor has an ownership interest is directly or indirectly owned or controlled, in whole or in part, by any Government Official in a position to take or influence official action for or against the Company; and
  - (b) no officer, director, employee or shareholder of the Contractor is, or currently expects to become, such a Government Official during the term of this Purchase Order.
- 21.5 The Contractor will notify the Company promptly, and in any event within 5 Business Days, upon becoming aware that any officer, director, employee or shareholder becomes, or expects to become, a Government Official in a position to take or influence official action for or against the Company.
- 21.6 The Contractor will implement and at all times maintain appropriate internal controls to ensure that any payments made pursuant to or in connection with the Purchase Order, or transactions which relate to this Purchase Order or the performance of it, are properly, accurately and completely recorded.
- 21.7 If:
- (a) a breach of this clause 21 (other than clause 21.6) occurs or the Company knows or believes, acting reasonably, that such a breach is imminent; or
  - (b) notice is given pursuant to clause 21.5 above,
- then the Company may (without prejudice to any other rights that it might have) exercise its right under clause 9 to end this Purchase Order, in which event, the Company will not be obliged to:
- (c) make any payment (whether under clause 9 or otherwise) to the Contractor in respect of goods, software, services or other benefits that have been procured through, or are related to, the breach of this clause 21; and
  - (d) reimburse or indemnify the Contractor for any liability or cost connected with the breach of this clause 21.
- 21.8 The Contractor must notify the Company promptly upon becoming aware of any breach, imminent breach or suspected or potential breach of clause 21.1, clause 21.3 or clause 21.4 by the Contractor, the Contractor's Related Entities or their Personnel.

## **22. CONTRACTOR TO MAINTAIN BOOKS AND RECORDS**

- 22.1 The Contractor will keep and maintain accurate and reasonably detailed books and financial records in connection with its performance under, and payments made in connection with, this Purchase Order.

- 22.2 The Contractor will implement and at all times maintain appropriate internal controls to ensure that any payments made pursuant to or in connection with this Purchase Order, or transactions which relate to this Purchase Order or the performance of it, are properly, accurately and completely recorded.
- 22.3 The Contractor will, upon request, permit the Company to audit and examine the Contractor's systems and any documents and records necessary for the verification of compliance with the Contractor's obligations under clauses 5, 12, 14, 18, 20 and 21. The Company has the right to make copies of any such documents or records.
- 22.4 The Contractor will provide any records, information and assistance reasonably required by the Company to enable and facilitate the audit and examination under clause 22.3, including providing the Company with access to the Contractor's systems and premises and Contractor's Personnel.

### **23. ANTI-COMPETITIVE BEHAVIOUR**

Each Party hereby warrants that, as at the date of this Purchase Order and on each subsequent occasion it performs obligations under this Purchase Order, it has not engaged in any Anti-competitive Behaviour in relation to the potential or actual terms and conditions of this Purchase Order, including the Price.

### **24. TRADE CONTROLS**

- 24.1 Each Party must, in performing this Purchase Order, comply with Applicable Trade Controls Laws.
- 24.2 The Contractor must not, without the Company's prior written consent, provide to the Company any:
- (a) Goods that have been transported by a Sanctioned Party or sourced in whole or in part from a Sanctioned Country or Territory or Sanctioned Party, including but not limited to any Goods grown, produced, manufactured, extracted, or processed in a Sanctioned Country or Territory or by a Sanctioned Party and any Goods that have entered into commerce in a Sanctioned Country or Territory;
  - (b) Software that has been delivered or installed by a Sanctioned Party or sourced in whole or in part from a Sanctioned Country or Territory or Sanctioned Party, including but not limited to any Software developed, produced, manufactured, modified, extracted, or processed in a Sanctioned Country or Territory or by a Sanctioned Party and any Software that has entered into commerce in a Sanctioned Country or Territory;
  - (c) Services of Sanctioned Country or Territory origin, including but not limited to any Services performed in a Sanctioned Country or Territory and any Services performed outside of a Sanctioned Country or Territory by an entity organised under the laws of a Sanctioned Country or Territory, or a person ordinarily resident in a Sanctioned Country or Territory; or
  - (d) Services that involve a Sanctioned Party in any respect.
- 24.3 Each Party represents and warrants that it is not a Sanctioned Party and it will not take any actions that cause it to become a Sanctioned Party or otherwise to become sanctioned, restricted, or designated under Applicable Trade Controls Laws during the term of this Purchase Order, but if a Party becomes or expects to become a Sanctioned Party or otherwise sanctioned, restricted, or designated, that Party must notify the other Party as soon as possible. These representations and warranties continue in effect for the term of this Purchase Order.

- 24.4 The Contractor must before the date of the first delivery provide to the Company the export control jurisdiction and classification and harmonised tariff/import code of any Goods, Software, technology or other items that the Contractor provides to the Company in connection with this Purchase Order.
- 24.5 Nothing in this Purchase Order requires any Party to take any action, or refrain from taking any action, where doing so would be prohibited by or subject to penalty under Applicable Trade Controls Laws.
- 24.6 Either Party may immediately end this Purchase Order by giving written notice to the other Party if that other Party breaches this clause 24 (other than clause 24.4). Despite anything to the contrary in this Purchase Order, including clause 9, if the Company ends this Purchase Order for a breach by the Contractor of this clause 24 (other than clause 24.4), the Company will have no obligation to return any Goods or, in the case of a Fixed Term Licence, Software, make any payments, or otherwise provide compensation to the Contractor, unless the Company has received all government authorisations required to do so.

## 25. MODERN SLAVERY

- 25.1 In connection with performing the Contractor's obligations under this Purchase Order, the Contractor must:
- (a) not engage, and use reasonable endeavours to ensure that the Contractor's Personnel and Related Entities do not engage, in Modern Slavery;
  - (b) comply, and use reasonable endeavours to ensure that the Contractor's Personnel and Related Entities comply, with Applicable Modern Slavery Laws where applicable; and
  - (c) not use any Goods, Software or Services that the Contractor knows, or should reasonably suspect, have been wholly or partly sourced, made or provided using Modern Slavery.
- 25.2 Without limiting clause 25.1, provided that it is lawful to do so, the Contractor agrees that it will notify the Company within a reasonable timeframe if the Contractor becomes aware of any Modern Slavery engaged in by it, its Personnel or its Related Entities, and provide the Company with adequate particulars of the Modern Slavery and any actions taken, or being taken, in response.
- 25.3 Without limiting clauses 25.1 and 25.2, the Contractor must provide, and use reasonable endeavours to ensure the Contractor's Personnel and Related Entities provide, all reasonable assistance to the Company to enable the Company to comply with its obligations under Applicable Modern Slavery Laws, including providing the Company and/or its Related Entities with such access, information and documentation as the Company (or its nominee) reasonably requests in writing so as to permit the Company to verify that the Contractor, and the Contractor's Personnel and Related Entities, comply with this clause 25.
- 25.4 The Contractor represents and warrants to and for the benefit of the Company that, as at the date of this Purchase Order and on a continuing basis that neither the Contractor nor, so far as the Contractor is or ought to be reasonably aware, any of the Contractor's Personnel or Related Entities has engaged, or engages, in Modern Slavery.
- 25.5 The Contractor acknowledges that all costs of compliance with this clause 25 are for the Contractor's own account.
- 25.6 For the purposes of clause 9, the Contractor agrees that a breach of clause 25.1 is a breach of a material obligation.

**26. GENERAL**

- 26.1 The Parties waive any right to have this Purchase Order translated from the English language into any other language. If this Purchase Order is subsequently recorded in any other language, the English language version shall prevail to the extent of any inconsistency.
- 26.2 This Purchase Order and any dispute arising out of or in connection with it or its subject matter or formation (including non-contractual disputes) will be governed by, construed and take effect in accordance with the law in force in the Jurisdiction.
- 26.3 The Parties agree that the United Nations Convention on Contracts for the International Sale of Goods (adopted at Vienna on 10 April 1980) does not apply in any respect to this Purchase Order.
- 26.4 The Parties irrevocably agree that the courts located within the Jurisdiction will have non-exclusive jurisdiction to settle any dispute that arises out of or in connection with this Purchase Order or its subject matter or formation (including non-contractual disputes).
- 26.5 To the extent permitted by Law, this Purchase Order constitutes the entire agreement between the Parties.
- 26.6 An amendment to any term of this Purchase Order, or a waiver of any right arising under or in connection with this Purchase Order, must be in writing and signed by the Parties.

**APPENDIX A - GOODS****27. SUPPLY OF GOODS****27.1 Delivery and Time for Performance**

The Contractor must:

- (a) deliver the Goods (and copies of all relevant instruction manuals relating to the Goods) to the Delivery Point by the Delivery Date;
- (b) provide the Company with 48 hours prior notice of the time the Goods will be delivered to the Delivery Point; and
- (c) mark each package with the Purchase Order number, item number, Delivery Point, contents, quantity, date and method of dispatch and weight of each package.

**27.2 Health and safety**

The Contractor must, in supplying the Goods:

- (a) not interfere with the Company's activities or the activities of any other person at the Delivery Point or the Site;
- (b) be aware of and comply with, and ensure that the Contractor's Personnel are aware of and comply with:
  - (i) all Site Standards and Procedures, to the extent that these documents are applicable to the supply of the Goods by the Contractor; and
  - (ii) all lawful directions and orders given by the Company's representative or any person authorised by Law or the Site Standards and Procedures to give directions to the Contractor;
- (c) ensure that the Contractor's Personnel entering the Site supply the Goods in a safe manner and in a way that does not prejudice safe working practices, safety and care of property and continuity of work at the Site;
- (d) provide all such information and assistance as the Company reasonably requires in connection with any statutory or internal health and safety, environment or community investigation in connection with this Purchase Order and the supply of the Goods; and
- (e) leave the Company's premises secure, clean, orderly and fit for immediate use having regard to the condition of the Company's premises immediately prior to the supply of the Goods.

Where a change to the Site Standards and Procedures causes a change to the scope of the Contractor's obligations under this Purchase Order, provided that the costs of such change can be substantiated by the Contractor to the Company's reasonable satisfaction, the Company will reimburse the Contractor for any reasonable costs directly incurred in implementing the change to the Contractor's obligations.

**27.3 Title and Risk**

- (a) Title to the Goods will pass from the Contractor to the Company on the earlier of delivery to the Delivery Point or when the Company pays for those Goods.

- (b) The Company bears all risk in the Goods when the Company takes delivery of those Goods at the Delivery Point, provided however that the Contractor will be responsible for its acts and omissions.
- (c) The Contractor warrants that the Company will be entitled to free and clear legal and beneficial title to and free and quiet possession of the Goods at the time title passes in accordance with clause 27.3(a).

## 28. CONDITIONS AS TO QUALITY OF THE GOODS

The Contractor must ensure that:

- (a) the Goods supplied by the Contractor match the description of the Goods in this Purchase Order;
- (b) if the Contractor gave the Company a sample of the Goods before the Company issued this Purchase Order, the Goods correspond with the sample;
- (c) the Goods are fit for the purposes set out in, or which an experienced professional contractor would reasonably infer from, this Purchase Order;
- (d) the Goods are new and of merchantable quality;
- (e) the Goods are free of Defects; and
- (f) the Company has the full benefit of any manufacturer's warranties that may be applicable to the Goods (and the Contractor must pursue any manufacturer's warranties on the Company's behalf if the Company so requests).

## 29. DEFECTS

- 29.1 The Contractor must promptly rectify all Defects in the Goods at its cost until the end of the Defects Correction Period.
- 29.2 If, at any time prior to the expiry of the Defects Correction Period, the Company finds any Defect in the Goods, the Company may give the Contractor written notice of the Defect and require the Contractor to rectify the Defect within a reasonable period stated in the notice. However, if, in the Company's view, the relevant Defect creates a circumstance or condition that is Unsafe and which requires prompt rectification, then the Company is not obliged to give the Contractor an opportunity to make good the Defect before the Company rectifies, or engages others to rectify, the Defect at the Contractor's risk, and all reasonable costs and expenses incurred by the Company will be a debt due and payable from the Contractor to the Company.
- 29.3 The Contractor must, at its cost, promptly rectify the Defect notified by the Company pursuant to clause 29.2 in the time and manner specified by the Company (and if no time or manner is specified, then within a reasonable time and manner) and to the satisfaction of the Company.
- 29.4 If the Contractor does not rectify the Defect in accordance with clause 29.3, the Company or the Company's representative may:
  - (a) reject the Goods with the Defect and return them to the Contractor, in which case the Contractor must replace the Goods at its cost and reimburse the Company for all costs and expenses the Company incurs as a result of the Defect; or
  - (b) rectify or engage another contractor to rectify the Defect at the Contractor's risk, and all reasonable costs and expenses incurred by the Company will be a debt due and payable from the Contractor to the Company.

- 29.5 If the Contractor does not replace the Goods pursuant to clause 29.4(a) and the Company has:
- (a) paid the Contractor for the Goods with the Defect, the Contractor must repay the Company the Price for those Goods rejected under clause 29.4(a); or
  - (b) not paid the Contractor for the Goods with the Defect, the Company is not liable to pay the Contractor for those Goods rejected under clause 29.4(a).
- 29.6 Where the Contractor has made good any Defect under this clause, those Goods will be subject to a Defects Correction Period commencing on the date the Contractor rectified the Defect.
- 29.7 The Contractor will not be liable for any Defect caused by the negligence of the Company or the Company's Personnel.
- 29.8 The Company's rights under this clause 29 do not in any way affect:
- (a) the Contractor's obligations under this Purchase Order; or
  - (b) any of the Company's other rights under this Purchase Order or at Law, including the right to claim for any damage or loss it may suffer because of the Contractor's failure to fulfil any of its obligations under this Purchase Order.

### **30. TERMINATION**

If the Company terminates this Purchase Order under clause 9.1 the Company must, as the Contractor's sole and exclusive remedy in respect of the Company terminating this Purchase Order:

- (a) subject to clause 5, pay the Contractor the Price for the Goods delivered to the Delivery Point prior to the date of termination and not yet paid; and
- (b) if the Contractor has shipped any Goods before the termination but the Goods have not been delivered to the Delivery Point at the time of termination, the Company must either:
  - (i) subject to clause 5, accept those Goods when delivered to the Delivery Point, and pay the Purchase Order Price for them; or
  - (ii) return the Goods to the Contractor at the Company's expense; and
- (c) reimburse the Contractor for any unavoidable costs or expenses that the Contractor has reasonably incurred as a direct result of the termination and that the Contractor is not able to recoup or otherwise mitigate.

**APPENDIX B – SERVICES****31. PERFORMANCE OF THE SERVICES**

31.1 The Contractor must commence performance on the date of this Purchase Order and perform the Services by the date specified in the Purchase Order.

31.2 The Contractor must, in performing the Services:

- (a) not interfere with the Company's activities or the activities of any other person at the Site and ensure that the Company, the Company's Representative and any other person authorised by the Company (including Separate Contractors) and any person authorised by Law have access to the Site;
- (b) execute the Services under this Purchase Order so as not to interfere with the operation of the Existing Infrastructure;
- (c) be aware of and comply with, and ensure that the Contractor's Personnel are aware of and comply with:
  - (i) all Site Standards and Procedures, to the extent that these documents are applicable to the performance of the Services by the Contractor; and
  - (ii) all lawful directions and orders given by the Company's representative or any person authorised by Law or the Site Standards and Procedures to give directions to the Contractor;
- (d) ensure that the Contractor's Personnel entering the Site have met and complied with the Company's Site access requirements and perform the Services in a safe manner and in a way that does not prejudice safe working practices, safety and care of property and continuity of work at the Site;
- (e) ensure that all Contractor's Personnel who are engaged in performing the Contractor's obligations under this Purchase Order have appropriate skill, experience and professional qualifications and hold all necessary licences, permits, registrations and other statutory requirements necessary to perform their roles;
- (f) provide all such information and assistance as the Company reasonably requires in connection with any statutory or internal health and safety, environment or community investigation in connection with this Purchase Order and the performance of the Services; and
- (g) leave the Company's premises secure, clean, orderly and fit for immediate use having regard to the condition of the Company's premises immediately prior to the performance of the Services.

31.3 Where a change to the Site Standards and Procedures causes a change to the scope of the Contractor's obligations under this Purchase Order, provided that the costs of such change can be substantiated by the Contractor to the Company's reasonable satisfaction, the Company will reimburse the Contractor for any reasonable costs directly incurred in implementing the change to the Contractor's obligations.

**32. CONDITIONS AS TO QUALITY OF THE SERVICES**

The Contractor must ensure that:

- (a) the Services supplied or performed by the Contractor match the description of the Services in this Purchase Order;

- (b) if the Contractor provided the Company with a demonstration of the Services before the Company issued this Purchase Order, the Services correspond in nature and quality with the Services demonstrated;
- (c) if the Contractor showed the Company a result achieved by the Services before the Company issued this Purchase Order, the Services correspond in nature and quality with the Services that achieved that result;
- (d) the Services are performed with the professional skill, care and diligence expected of a skilled and experienced professional contractor;
- (e) the Services are fit for the purposes set out in, or which an experienced professional contractor would reasonably infer from, this Purchase Order;
- (f) the Services are free of Defects;
- (g) to the extent that the Services are design Services, the works being designed will be fit for their intended purpose as described in this Purchase Order;
- (h) any items which the Contractor uses or supplies in conjunction with the Services are of merchantable quality and comply with any standards specified in this Purchase Order and are fit for their usual purpose and any purpose described in this Purchase Order; and

### **33. PAYMENT OF CONTRACTORS PERSONNEL**

- 33.1 The Contractor must pay the Contractor's Personnel in respect of the performance of the Services under this Purchase Order in accordance with all applicable Laws.
- 33.2 If the Contractor owes any Contractor's Personnel money in connection with their performance of the Services under this Purchase Order and:
- (a) that money has been outstanding for more than 10 Business Days (or any other period agreed in writing by the Parties) and the Contractor cannot satisfy the Company that there is a valid reason for that outstanding money not having been paid; or
  - (b) the Company becomes obliged to make a payment to that Contractor's Personnel,
- the Company may pay the Contractor's Personnel the outstanding amount and the outstanding amount so paid will be a debt due from the Contractor to the Company.

### **34. DEFECTS**

- 34.1 The Contractor must promptly rectify all Defects in the Services at its cost until the end of the Defects Correction Period.
- 34.2 If, at any time prior to the expiry of the Defects Correction Period, the Company finds any Defect in the Services, the Company may give the Contractor written notice of the Defect and require the Contractor to rectify the Defect within a reasonable period stated in the notice. However, if, in the Company's view, the relevant Defect creates a circumstance or condition that is Unsafe and which requires prompt rectification, then the Company is not obliged to give the Contractor an opportunity to make good the Defect before the Company rectifies, or engages others to rectify, the Defect at the Contractor's risk, and all reasonable costs and expenses incurred by the Company will be a debt due and payable from the Contractor to the Company.
- 34.3 The Contractor must, at its cost, promptly rectify the Defect notified by the Company pursuant to clause 34.2 in the time and manner specified by the Company (and if no time or

manner is specified, then within a reasonable time and manner) and to the satisfaction of the Company.

- 34.4 If the Contractor does not rectify the Defect in accordance with clause 34.3, the Company or the Company's representative may:
- (a) reject the Services with the Defect, in which case the Contractor must re-perform the Services free of charge; or
  - (b) rectify or engage another contractor to rectify the Defect at the Contractor's risk, and all reasonable costs and expenses incurred by the Company will be a debt due and payable from the Contractor to the Company.
- 34.5 If the Contractor does not re-perform the Services pursuant to clause 34.4(a) and the Company has:
- (a) paid the Contractor for the Services with the Defect, the Contractor must repay the Company the Price for those Services rejected under clause 34.4(a); or
  - (b) not paid the Contractor for the Services with the Defect, the Company is not liable to pay the Contractor for those Services rejected under 34.4(a).
- 34.6 Where the Contractor has made good any Defect under this clause 34, those Services will be subject to a Defects Correction Period commencing on the date the Contractor rectified the Defect.
- 34.7 The Contractor will not be liable for any Defect caused by the negligence of the Company or the Company's Personnel.
- 34.8 The Company's rights under this clause 34 do not in any way affect:
- (a) the Contractor's obligations under this Purchase Order; or
  - (b) any of the Company's other rights under this Purchase Order or at Law, including the right to claim for any damage or loss it may suffer because of the Contractor's failure to fulfil any of its obligations under this Purchase Order.

## 35. TERMINATION

If the Company terminates this Purchase Order under clause 9.1 the Company may engage other persons to supply or perform the Services, and must, as the Contractor's sole and exclusive remedy in respect of the Company terminating this Purchase Order:

- (a) subject to clause 5, pay the Contractor:
  - (i) for the Services performed prior to the date of termination (and not yet paid); and
  - (ii) the relevant portion of the Purchase Order Price allocated for demobilisation;
- (b) reimburse the Contractor for any unavoidable costs or expenses that the Contractor has reasonably incurred as a direct result of the termination and that the Contractor is not able to recoup or otherwise mitigate.

**APPENDIX C – SOFTWARE****36. SUPPLY OF SOFTWARE****36.1 Delivery, Time for Performance and Installation**

- (a) On or before the date specified in the Purchase Order, the Contractor must:
  - (i) deliver or make available to the Company the number of copies of the Software and Documentation as specified in the Purchase Order, in the format for such Software and Documentation specified in the Purchase Order (or if no format is specified in an industry standard format),
  - (ii) if required by the Company, install one copy of the Software on the Company's hardware systems in accordance with the Company's directions; and
  - (iii) provide the Company with the Support Services.
- (b) Where the Contractor is required to install the Software on the Company's hardware systems, then the Company must:
  - (i) prepare its hardware systems for installation of the Software in accordance with the Contractor's reasonable recommendations; and
  - (ii) give the Contractor such assistance as the Contractor reasonably requires to ensure successful installation of the Software.

**36.2 Licence to the Software**

- (a) Subject to clause 36.2(b) below, on and from the date specified in the Purchase Order (or if no date is specified, then the date of the Purchase Order), the Contractor grants to the Company, and each member of the Company Group from time to time, a worldwide, perpetual, non-exclusive, irrevocable, royalty-free (other than the Price set out in this Purchase Order), transferable licence (with the right to sub-licence in accordance with clause 36.2(a)(iv)) to:
  - (i) Use, reproduce or otherwise exploit the Software and the Documentation;
  - (ii) make as many copies of the Software as permitted by the Purchase Order and as otherwise reasonably required for backup, testing, security and archival purposes at no additional charge;
  - (iii) make as many copies of the Documentation as reasonably necessary to make full use of the Software and for backup, testing, disaster recovery, security and archival purposes at no additional charge; and
  - (iv) sub-licence the Software and Documentation to:
    - (A) the purchaser of any business or assets of the Company Group in connection with which the Software is Used by the Company;
    - (B) any contractor, agent or third party service provider of the Company Group for the purpose of providing services to the Company Group;

- (C) any person or entity to which the Company provides goods or services; and
- (D) any other person with the consent of the Contractor (however, the Contractor's consent is not to be unreasonably withheld or delayed or to be subject to the payment of any fee),

as is necessary for receipt and provision of the Supplies under this Purchase Order and as necessary for the Company or the Company Group to conduct its normal business activities from time to time.

- (b) In the case of a Fixed Term Licence, the licence granted by the Contractor pursuant to clause 36.2(a) above shall be limited in duration to the Licence Term.
- (c) Except as otherwise permitted under this Purchase Order or any Law, the Company will not seek to rent, lease, reverse engineer, decompile or disassemble the Software.
- (d) The Company may move the Software between machines, platforms, environments or locations, at any time, without notice to the Contractor, and at no additional cost.
- (e) Where the licence to Use the Software is restricted by reference to a quantity limitation and the Company makes changes to the machines or platforms on which the Software is installed, for a grace period of 60 Business Days, the Company may create and Use such additional copies of the Software as necessary to effect such a change. The Contractor must not unreasonably refuse to extend that grace period if requested by the Company.
- (f) In the case of a Fixed Term Licence, the Company may retain and continue to Use one copy of the Software and Documentation after the expiry of the Licence Term or earlier termination of this Purchase Order for archival, regulatory compliance or audit purposes.

### 36.3 Documentation and training

- (a) The Contractor must provide the Company with Documentation containing sufficient information to enable the Company to make full and proper Use of the Software.
- (b) The Contractor must develop and maintain all Documentation on a regular basis and provide the Company with any new or updated Documentation as soon as reasonably practicable.
- (c) The Contractor must ensure that the Documentation:
  - (i) contains sufficient information to enable the Company to make full and proper Use of the Software;
  - (ii) is reasonably acceptable to the Company in terms of its presentation, accuracy and scope;
  - (iii) includes the most current and up to date versions of documentation available;
  - (iv) is in English and clearly expressed; and
  - (v) includes adequate definitions of all key terms, words and symbols.

- (d) The Contractor must, if requested by the Company, provide to the Company's Personnel, at the times and locations required by the Company, any training that is necessary to enable the Company's Personnel to make full and proper Use of the Software.

#### 36.4 Support Services

(a) **First Line Support**

During the support hours specified in the Purchase Order (or if none are specified, during normal business hours in Melbourne, Australia), the Contractor must make available the first line support facility described in the Purchase Order (**First Line Support**) to enable:

- (i) the Contractor to respond to requests made to the First Line Support by or on behalf of the Company;
- (ii) the Contractor to respond to technical and user questions relating to the Software or Documentation; and
- (iii) the Company to report to the Contractor any Defects of which it becomes aware,

each in accordance with the Service Levels.

(b) **Correction of Defects**

When a Defect is reported to the Contractor, or when the Contractor otherwise becomes aware of a Defect, the Contractor must:

- (i) **respond** – notify the Company;
- (ii) **restore** – restore the Software affected by the Defect (which may include the provision of a workaround or alternative procedure to address the Defect, provided that this does not adversely affect the Software and the Contractor uses its best endeavours to limit the use of workarounds); and
- (iii) **rectify** – permanently fix the Defect,

promptly and in each case within the timeframes specified in the Service Levels.

(c) **Service Levels**

The Contractor must meet or exceed the Service Levels and report on performance against the Service Levels in accordance with the Purchase Order. If the Contractor fails to meet a Service Level, it must pay the Company any applicable amounts calculated in accordance with the Purchase Order (**Service Credits**).

(d) **Updates**

- (i) The Contractor must offer any improvements to, or extensions of, the existing functionality or performance of any software or firmware that forms part of the Software (each an **Update**) promptly after they become available and, if requested by the Company, provide any information relating to that Update reasonably requested by the Company.

- (ii) If the Company notifies the Contractor that it wishes to use an Update, the Contractor must deliver the Update at no additional charge.
- (iii) The Company is not obliged to accept an Update. Where the Company notifies the Contractor that it does not wish to use an Update, the Contractor must continue to provide Support Services in relation to the existing Software.

36.5 If the Contractor does not restore or rectify a Defect pursuant to clause 36.4(b) and the Company has:

- (a) paid the Contractor for the Software with the Defect, the Contractor must repay the Company the Price for the Software with the Defect; or
- (b) not paid the Contractor for the Software with the Defect, the Company is not liable to pay the Contractor for the Software with the Defect.

36.6 The Company's rights under clause 36.4(b) do not in any way affect:

- (a) the Contractor's obligations under this Purchase Order; or
- (b) any of the Company's other rights under this Purchase Order or at Law, including the right to claim for any damage or loss it may suffer because of the Contractor's failure to fulfil any of its obligations under this Purchase Order.

### 36.7 **Warranties**

The Contractor represents and warrants that:

- (a) any Use of the Software or Documentation in accordance with this Purchase Order will not infringe the rights, including the Intellectual Property Rights and Moral Rights, of any person; and
- (b) it has all authorisations from its Related Entities and any other third party it requires to grant the licence of the Software to the Company under clause 36.2.

## 37. **CONDITIONS AS TO QUALITY OF THE SOFTWARE AND SUPPORT SERVICES**

37.1 The Contractor must ensure that:

- (a) the software and services supplied or performed by the Contractor match the description of the Software and Support Services in this Purchase Order;
- (b) if the Contractor gave the Company a sample of the Software before the Company issued this Purchase Order, the Software corresponds with the sample;
- (c) the Support Services are performed with the professional skill, care and diligence expected of a skilled and experienced professional contractor;
- (d) the Software and Support Services are fit for the purposes set out in, or which an experienced professional contractor would reasonably infer from, this Purchase Order;
- (e) the Software and Support Services are free of Defects;
- (f) the Software confirms with and will, during the Defects Correction Period, comply with and perform in accordance with, the Specifications, including each Update, and any Updates will not degrade the functionality or performance of the Software in any way;

- (g) the Software will be compatible and inter operate with any system, network, hardware, software or service with which it is to be Used by the Company and will not detrimentally affect the operation or performance of the system, network, hardware, software or service;
- (h) the Software will not contain any Disabling Code; and
- (i) the Company has the full benefit of any manufacturer's warranties that may be applicable to the Software (and the Contractor must pursue any manufacturer's warranties on the Company's behalf if the Company so requests).

### **38. TERMINATION**

38.1 In respect of Software:

- (a) if the Company terminates this Purchase Order under clause 9.1 or clause 9.2, provided that the Company has paid or pays the Price for the Software due or payable prior to the date of termination (and not yet paid), any Software licence granted under this Purchase Order will subsist as provided for in accordance with the terms of clause 36.2 notwithstanding the termination of this Purchase Order; and
- (b) if the Contractor terminates this Purchase Order under clause 9.2, any Software licence granted under this Purchase Order will terminate upon termination of the Purchase Order.

38.2 In addition to the rights and obligations set out in this clause 38, upon this Purchase Order terminating or ending in accordance with this clause 38, or, in the case of a Fixed Term Licence, on the expiry of the Licence Term, the Company:

- (a) must, subject to clause 38.2(b), within 20 Business Days:
  - (i) cease using the Software; and
  - (ii) return to the Contractor, or destroy, at the Company's option, all copies of the Software and Documentation in the Company's possession, custody or control; and
- (b) may retain and continue to Use one copy of the Software and Documentation solely for archival and backup purposes.

### **39. INTELLECTUAL PROPERTY INDEMNITY**

39.1 The Contractor indemnifies and holds the Company and its Related Entities harmless in respect of any Loss suffered or incurred in connection with any Software Infringement Claim, except to the extent that such claim, proceeding, demand or action is caused by the breach of this Purchase Order by the Company or the negligent act or omission of the Company, its Related Entities, or the Personnel of the Company or its Related Entities.

39.2 If a Software Infringement Claim is made and the Company reasonably requires, the Contractor must, at no cost to the Company and without prejudice to the Contractor's obligations under clause 39.1:

- (a) procure for the Company the right to continue to Use the Software and Documentation in accordance with the terms of this Purchase Order; or
- (b) replace or modify the Software and Documentation in a manner acceptable to the Company and ensuring that:

- (i) there is no adverse effect on the functionality or performance of the Software;
- (ii) the modified or replaced Software does not have an adverse effect on the Company's information systems or telecommunications networks;  
and
- (iii) the modified or replaced Software and Documentation comply with the requirements of this Purchase Order.

**SCHEDULE 1**  
**India GST Provisions**

**1. TAXES**

- 1.1 Notwithstanding anything contrary contained herein, the following provisions shall govern the Contractor's obligations with respect to GST:
- (a) Words and phrases defined in the GST Law shall have the same meaning in this clause, unless the context makes it clear that a different meaning is intended.
  - (b) Unless expressly stated otherwise, the consideration payable under this Purchase Order is exclusive of applicable GST. The Company shall pay applicable GST to the Contractor subject to submission of a valid, original and duly signed Invoice issued by the Contractor in terms of GST Law. This clause does not apply to the extent that the consideration for the supply is expressly stated to include GST or the supply is subject to a reverse charge.
  - (c) The Contractor shall raise the Invoice at the billing address provided by Company in the purchase order or as notified by Company in writing from time to time and shall accordingly determine the 'place of supply' pursuant to the GST Law.
  - (d) GST charged by the Contractor on the Invoices shall be final and no additional amount as GST, interest or penalty shall be claimed by the Contractor from the Company on account of the Contractor being subjected to any audit, scrutiny, assessment, recovery or any other proceedings. The Contractor is solely responsible for any such amounts.
  - (e) If the Company makes any Advance Payment to the Contractor, such payment should be treated as inclusive of GST and the Contractor shall be responsible for depositing the GST on Advance Payment with the government. The Contractor shall undertake all necessary compliances including issuance of receipt vouchers etc. as prescribed with respect to Advance Payment under the GST Law.
  - (f) If the Contractor's GST registration number is not included in the Invoice, the Contractor will be deemed to be an unregistered person under the GST Law and the requirements of the GST Law applicable to taxable supplies by unregistered persons to registered persons will be complied with. It is specifically agreed between the Parties that no GST would be paid to the Contractor in such cases.
  - (g) With respect to the Price, the Contractor specifically agrees that:
    - (i) It has passed on and undertakes to pass on to the Company all direct or indirect economic benefits that accrue or arise on account of introduction of the GST including as contemplated under the anti-profiteering provisions incorporated into the GST Law. The Company reserves its right to understand and seek the manner/ mechanism in which such benefits are passed on to it and the Contractor agrees to provide any information as may be required by Company in this regard;
    - (ii) The Contractor shall make all endeavours to ensure that its suppliers pass on all benefits arising out of introduction of GST Law including as contemplated under the anti-profiteering provisions incorporated in the relevant GST Law.
  - (h) The Contractor undertakes to indemnify, and keep indemnified, the Company from and against all losses (including loss of input tax credits), claims, proceedings, demands and actions of any nature, whether actual or threatened, made against the Company arising in connection with any failure by the Contractor to comply with relevant obligations under GST Law including anti-profiteering obligations, mentioning incorrect particulars on the Invoice, failure to deposit GST with the

government in timely manner, failure to file statutory returns in time, blacklisting or cancellation of registration of the Contractor.

- (i) Any such indemnity amount recovered from the Contractor is exclusive of GST and any applicable GST will be recovered from the Contractor over and above such indemnity amount.
- (j) If the Company disputes any Invoice and the payment of such Invoice remains pending for more than 180 days from the date of Invoice because no resolution is arrived at within 180 days, any interest payable by the Company to the government on account of reversal of input credits of GST shall be on account of the Contractor.
- (k) Any debit note/credit note required to be issued by the Contractor on account of adjustment in Price must be issued in a timely manner as prescribed under GST Law. The Company shall not be responsible for any additional GST liability arising on account of delay in issuance of such debit /credit notes. Amount paid by the Company after such adjustment shall be deemed as full and final payment of the Invoice.
- (l) If the Company is required under to GST Law to make any statutory deduction from amount payable under this Contract, the Company shall only be liable to make payment under this Purchase Order net of such deductions. The Company shall issue a certificate to the Contractor with respect to such deduction in such time frame as may be prescribed under GST Law.
- (m) The Contractor undertakes to notify the Company in writing immediately if the Contractor's GST compliance ratings fall below 5 at any point in time.
- (n) The Company reserves its right to immediately terminate this Purchase Order by notice in writing to the Contractor, if the Contractor has been blacklisted by any Authority appointed under GST Law or declared as non-compliant of anti-profiteering provisions under the GST Law.

**SCHEDULE 2****Data Processing Activities**

The Processing activities carried out by the Supplier under this Purchase Order are as follows:

<b>Subject matter of Personal Information</b>	The provision of the Supplies, as described in this Purchase Order.
<b>Duration of Processing</b>	For the term of the Purchase Order.
<b>Nature and purpose of Processing</b>	All Processing required in connection with the provision of the Supplies, including as set out in the Purchase Order and as implied in the performance of the Services.
<b>Categories of Personal Information Processed</b>	Personal Information relating to the data subjects listed below, which may include, without limitation: (i) for current or former Company Personnel and job applicants - name, title, contact data, job tile, CV, correspondent, payment information, administration information related to the Company's relationship with the data subject (such as financial data, dependents' data, equal opportunities data, location and travel data, passport information), professional life data (such as email traffic and content data, background check data, employment history, skills, awards or performance reviews or any other information relating to professional life), health data, data relating to personal life and (ii) for other data subjects – name, contact data, demographic information, unique IDs, IP address, usage activity, location data and opinion data.
<b>Categories of data subjects</b>	Data subjects may include, without limitation: current or former Company Personnel (including dependents where applicable), job applicants, Personnel of the Company's customers, prospects, vendors, affiliates, business partners or other related organisations.