

1. DEFINITIONS AND INTERPRETATIONS

1.1 Definitions:

Anti-Bribery and Anti-Corruption Legislation means all laws in connection with the prohibition of bribery and corruption applicable to the performance of this Order (including by virtue of the place of domicile or operations of the parties and their related bodies corporate), and includes the *Criminal Code Act 1995 (Cth)*, the *Crimes Act 1914 (Cth)*, the *Public Governance, Performance and Accountability Act 2013 (Cth)*, the *Corporations Act 2001 (Cth)* and the *Bribery Act 2010 (UK)*.

Associated Person means a person or entity that performs services for another, including as an employee, agent, contractor, representative or subsidiary of that other person or entity.

Business Day means a 'business day' as defined by the Security of Payment Act.

Claim means any action, suit, claim, demand, cause of action, proceeding, notice, defence or set-off for any present or future Liability whether based in contract, equity, tort (including negligence), statute, for unjust enrichment or otherwise.

Collateral has the meaning given in the PPSA.

Company means the person, firm or corporation identified as "Supplier" in the Purchase Order.

Contract Sum means the "order total" identified in the Purchase Order (excluding GST) subject to any adjustments made pursuant to these Terms and Conditions.

COR Laws means Law relating to fatigue management, speed and mass, dimension and load restraint compliance requirements generally referred to as 'Chain of Responsibility' laws or 'Heavy Vehicle' laws.

Delivery Date means the delivery date identified on the Purchase Order or in a schedule attached to the order as varied in writing by Select.

Delivery Point means the "delivery address(es)" identified in the Purchase Order.

Facilitation Payment means a minor, often unofficial payment made to secure or expedite a routine government

action by a government official or employee (but excludes a payment specifically authorised by the written domestic law of the country in which it is made).

Goods means the goods identified in the Purchase Order and any other materials required to be provided in accordance with this Order.

Governing Law means the law of the State or Territory in which the Project is located.

Head Contract means any contract between Select or Laing O'Rourke Australia Construction Pty Limited and the client for the Project.

Industrial Instrument means an award or agreement, however designated, that:

- (i) is made or recognized by an industrial law (within the meaning of the Fair Work Act 2009 (Cth)); and
- (ii) relates to the relationship between an employer and the employer's employees.

Insolvent means the Company:

- (i) stops or suspends payments of its debts generally or if Select on reasonable grounds suspects that the Company is unable to pay its debts as they fall due;
- (ii) ceases or threatens to cease carrying on its business;
- (iii) commits an act of bankruptcy, becomes the subject of a bankruptcy petition or is declared bankrupt;
- (iv) calls a meeting of creditors or the Company proposes to enter into a composition or scheme of arrangement for the benefit of its creditors (except for the purposes of reconstruction to which the other party has consented);
- (v) has a mortgagee seek to exercise a right of possession, management or control over the whole or part of the Company's property;
- (vi) has execution or other processes levied against it by creditors;
- (vii) fails to comply with a statutory demand (within the meaning of Section 459F(1) of the *Corporations Act 2001 (Cth)*);
- (viii) has a winding up order made against it or (except for

the purposes of reconstruction to which Select has consented) passes or attempts to pass a resolution for winding up or has winding up proceedings commenced against it;

- (ix) is a party to the appointment of or has a Controller (as defined in the *Corporations Act 2011 (Cth)*) or similar appointee appointed to the whole or a part of its property or undertaking; or
- (x) is the subject of anything analogous or with a substantially similar effect to any of the events specified in clauses (i) to (ix) above.

Laing O'Rourke ABAC Policy means the Laing O'Rourke Global Anti-Bribery and Corruption Policy available here: <https://www.laingorourke.com/company/governance/code-of-conduct/>

Law means all laws, legislation, ordinances, regulations, bylaws, orders, rules and other subordinate legislation, approvals, codes and relevant Australian, international and industry standards.

Liability means any means any debt, damage, loss, loss of use, liability, cost, charge, expense (including legal costs, deductibles, or increased premiums), fine, levy or compensation whether:

- (i) arising from or in connection with any obligation under or in connection with this Order (including an indemnity);
- (ii) legal or equitable, and whether arising under or for a breach of contract, in tort (including negligence), restitution or at law; or
- (iii) present, prospective or contingent.

Nominated Product means:

- (i) cement compound board
- (ii) corrugated sheets
- (iii) bitumen products used for damp-proofing
- (iv) heat resistant sealing and caulking compounds
- (v) heating equipment
- (vi) lagging

- (vii) switchgear with washers
- (viii) electrical panel partitioning
- (ix) electrical cloths and tape
- (x) pre-assembled switch rooms
- (xi) flash vessels
- (xii) effluent treatment equipment
- (xiii) various gaskets
- (xiv) joining material in flues
- (xv) washers and friction materials

Order means:

- (i) the Purchase Order;
- (ii) these Purchase Order Terms and Conditions; and
- (iii) any other documents incorporated by reference in the Purchase Order (or attached to these Purchase Order Terms and Conditions but excluding any standard terms and conditions of the Company).

Personal Information means information or an opinion about an identified individual, or an individual who is reasonably identifiable, whether the information or opinion is true or not and whether the information or opinion is recorded in a material form or not, which is received, collected and/or handled in connection with this Order.

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

PPS Register means the Personal Property Securities Register established under the PPSA.

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

Privacy Laws means the *Privacy Act 1988* (Cth) and all other applicable legislation relating to the handling of Personal Information.

Prohibited Act means, in connection with this Order, any act which would breach any applicable Anti-Bribery and Anti-Corruption Legislation and any other legal prohibitions on money laundering, trade control and sanctions, and the like, and includes offering, giving or agreeing to give to any person, or soliciting, accepting or agreeing to accept from any person (either directly or indirectly) anything of value in order to obtain, influence, induce or reward any

improper advantage and Facilitation Payments.

Project means the project (if any) identified in the Purchase Order.

Proportionate Liability Legislation means, if the Delivery Point is located in:

- (i) the Australian Capital Territory, then the *Civil Law (Wrongs) Act 2002* (ACT) and the *Building Act 2004* (ACT);
- (ii) New South Wales, then Part 4 of the *Civil Liability Act 2002* (NSW);
- (iii) Northern Territory, then the *Proportionate Liability Act 2005* (NT);
- (iv) Queensland, then Part 2 of the *Civil Liability Act 2003* (Qld);
- (v) South Australia, then Part 3 of the *Law Reform (Contributory Negligence and Apportionment of Liability) Act 2001* (SA);
- (vi) Tasmania, then Part 9A of the *Civil Liability Act 2002* (Tas) and the *Building Act 2000* (Tas);
- (vii) Victoria, then Part IVAA of the *Wrongs Act 1958* (Vic); or
- (viii) Western Australia, then Part 1F of the *Civil Liability Act 2002* (WA).

Public Official is any person holding a legislative, administrative or judicial office, including any person employed by or acting on behalf of a public agency, a government controlled enterprise, or a public international organisation.

Purchase Order means the purchase order form that refers to these Purchase Order Terms and Conditions.

Relevant Collateral means Collateral which is the subject of a Security Interest granted under this Order.

Security Interest has the meaning given in the PPSA.

Security of Payments Act means if the Governing Law is based in:

- (i) the Australian Capital Territory, the Building and Construction Industry (Security of Payment) Act 2009 (ACT).

- (ii) New South Wales, the Building and Construction Industry Security of Payment Act 1999 (NSW);
- (iii) Northern Territory, the Construction Contracts (Security of Payment) Act 2004 (NT);
- (iv) Queensland, the Building and Construction Industry Payments Act 2004 (QLD);
- (v) South Australia, the Building and Construction Industry Security of Payment Act 2009 (SA);
- (vi) Tasmania, the Building and Construction Industry Security of Payment Act 2009 (Tas);
- (vii) Victoria, the Building and Construction Industry Security of Payment Act 2003 (Vic); or
- (viii) Western Australia, the Building and Construction Industry (Security of Payment) Act 2021 (WA).

Select means Select Plant Australia Pty Ltd (ABN 49 644 500 354).

State Code means, if the Project is located in:

- (i) New South Wales and the Project is part of building and construction work undertaken by or on behalf of a New South Wales Government department or public sector body (as defined in the *Public Sector Employment and Management Act 2002* (NSW)), the New South Wales *Industrial Relations Guidelines: Building and Construction Procurement, July 2013, Updated September 2017* (**NSW Guidelines**) and the provisions in clause 20;
- (ii) Queensland and the Project is part of Queensland Government funded (in whole or in part) building and construction work, the *Queensland Code of Practice for the Building and Construction Industry* (**Queensland Code**) and the provisions in clause 21;
- (iii) South Australia, and is managed or partly or fully funded by the South Australian Government, the *Code of Practice for the South Australian Construction Industry* dated March 2016 (**SA Code**) and the *Implementation Guidelines to the Code of Practice for the South Australian Construction Industry* (**SA Guidelines**) as amended from time to time and the provision in clause 22.

WHS Act means the principal work health and safety Act(s) in the State or Territory where the Delivery Point is situated, and

the State or Territory where work under this Order (or any part thereof) is being carried out.

WHS Legislation means the WHS Act and the WHS Regulation and any other health and safety related legislation applicable to work connected with the supply of the Goods.

WHS Regulations means the regulation/s associated with the WHS Act.

Wilful Misconduct means an act or failure to act by Select that was intended to cause or was in reckless disregard of, or with wanton indifference to, harmful consequences.

- 1.2 A reference to delivery by a Delivery Date is a reference to Delivery of each part of the Goods specified in the Purchase Order by the corresponding Delivery Date.
- 1.3 If the Company is comprised of 2 or more persons, the obligations under this Order bind them jointly and severally.

2. COMPANY'S PERFORMANCE

- 2.1 The Company:
 - (a) must deliver the Goods by the Delivery Date; and
 - (b) warrants that the Goods will:
 - (A) comply with this Order and all applicable Law;
 - (B) be of a merchantable quality, new and suitable for the purpose required;
 - (C) be free of all defects and will operate and function satisfactorily and reliably under all Project conditions; and
 - (D) be free and clear of all liens and encumbrances and that the Company has full unencumbered title in the Goods and will have the right to sell the Goods.
- 2.2 If the Company is in breach of any of its obligations set out in clause 2.1, Select may have the Goods repaired, replaced and delivered by others without prejudice to any other rights or remedies that Select may have and the costs reasonably incurred will be a debt due and payable by the Company to Select.

3. INTELLECTUAL PROPERTY

- 3.1 The Company warrants to Select that the Goods do not

infringe upon any patent, trademark, copyright or any other intellectual property rights (Intellectual Property Rights).

- 3.2 The Company must indemnify Select against any Liability, arising out of, or in any way in connection with any third party Claims with respect to actual or alleged infringement of any Intellectual Property Rights, except to the extent caused or contributed to by the breach, negligence or Wilful Misconduct of Select.

4. INDEMNITIES AND INSURANCE

- 4.1 The Company must indemnify Select against all Liabilities for:
 - (a) personal injury, illness to or death of any person;
 - (b) loss or damage to or loss of use of any real or personal property;
 - (c) any defect, or the consequences of any defect; or
 - (d) any breach of this Order,
 arising out of or in connection with any act or omission of the Company or its personnel, except to the extent caused or contributed to by Select's breach of this Order, negligence or Wilful Misconduct.
- 4.2 The Company must effect and maintain:
 - (a) insurance for the Goods for the full replacement value for the period that the Company has the risk of the Goods as stated in clause 6.5;
 - (b) public and product liability insurance for an amount of \$10,000,000.00 if no amount is specified in the Purchase Order commencing on the date of the Order; and
 - (c) such other insurances as are required by law.
- 4.3 The Company must provide evidence of such insurances on request.

5. TESTING AND INSPECTIONS

- 5.1 The Company must conduct all inspections and testing as required by this Order or as instructed by Select acting reasonably to satisfy Select the Goods are in accordance with this Order.
- 5.2 Select and its client may access the Company's premises upon reasonable notice to:

- (a) inspect and test any Goods during manufacture, processing storage and inspect, witness or expedite any testing of the Goods carried out by the Company; and
- (b) review any quality documentation and any other records in any way connected with the supply of the Goods.

- 5.3 For the purposes of conducting any visits, inspections or tests pursuant to this clause 5, the Company shall, and shall procure that its sub-suppliers will, grant to Select and its authorised representatives (including the client) full access to all premises and provide all tools, testing equipment and manpower, and render all reasonably necessary assistance to Select.
- 5.4 On completion of the tests, the Company must rectify any defect identified in the Goods so that the Goods comply with this Order. Any inspection or testing (or lack thereof) does not relieve the Company of its obligations under this Order.
- 5.5 Wherever it is practicable to do so the Company shall, at Select's request, furnish Select with any necessary supporting evidence or information confirming that the Goods comply with the requirements of this Order.
- 5.6 Select shall be entitled at any time to inspect and test any Goods after Delivery, including during installation, commissioning or maintenance at the site and may inspect, witness or expedite any tests carried out by the Company at the site.

6. DELIVERY

- 6.1 The Company must:
 - (a) deliver and unload the Goods at the Delivery Point at its cost;
 - (b) ensure the Goods are:
 - (A) properly packed for transportation, loading and unloading having regard to the nature of the Goods and possible weather conditions;
 - (B) clearly labeled as required by Select; and
 - (C) accompanied by a delivery docket which lists the Goods supplied in sufficient detail to enable

checking to take place at the time of delivery.

- 6.2 After the Company has delivered and unloaded the Goods at the Delivery Point, Select may inspect the Goods within 14 days and if it is not satisfied the Goods comply with this Order Select may:
- (a) advise the Company that Select accepts the defective Goods, or any part of those Goods, despite the defects and the Contract Sum will be adjusted; or
 - (b) notify the Company that the Goods are defective and may, at Select's option, direct that the Goods are:
 - (A) repaired; or
 - (B) replaced,
 in accordance with that direction.
- 6.3 The parties acknowledge and agree that any:
- (a) delivery docket executed by Select on delivery of the Goods to the Delivery Point; or
 - (b) failure to reject defective Goods,
- will not be taken as evidence that the Goods comply with this Order and will not limit or exclude the responsibilities and obligations of the Company in relation to Goods.
- 6.4 Any delay in providing access to the Delivery Point (including delay arising due to any cause beyond Select's reasonable control), will not be construed as a breach of this Order and except to the extent caused or contributed to by Select's negligence or Wilful Misconduct, and to the extent permitted by law will not entitle the Company to any Claim.
- 6.5 The Goods will be at the risk of Select once the Goods have been supplied and unloaded at the Delivery Point.

7. VARIATIONS

- 7.1 Select may at any time acting reasonably direct the Company to change the Goods (which may include omitting part of the Goods so that Select may supply those Goods itself or engage a third party to supply those Goods) and the Company must perform such

variation except to the extent it is not possible for the Company to change the Goods or supply additional goods safely or the variation requires the supply of goods which are fundamentally different in nature to the Goods. No such variation shall vitiate this Order.

- 7.2 The value of any variation as determined by Select acting reasonably will be added or deducted from the Contract Sum.
- 7.3 The Company will not be entitled to Claim for any change to the Goods or additional Goods unless before such Goods were provided, it was expressly directed in writing by Select.

8. PAYMENT

- 8.1 Within 21 days of delivery, the Company may submit a tax invoice for the Contract Sum due for the Goods delivered, accompanied by any information requested by Select.
- 8.2 Tax invoices and credit notes must:
- (a) clearly state the relevant Purchase Order number on the first page of the tax invoice;
 - (b) be provided with all delivery dockets and any other relevant documentation;
 - (c) be sent by:
 - (A) email to: accountspayableaustralia@laingorourke.com.au; or
 - (B) mail to:

Select Plant Australia Pty Ltd
Accounts Payable Shared Services
Department
GPO Box 5094, Brisbane QLD 4001
 - (d) where emailed:
 - (A) the tax invoice must be attached to the email as a single PDF document. The first page of the PDF document must be the tax invoice. The following pages must be all delivery dockets and any other relevant documentation; and

(B) where multiple tax invoices, each tax invoice must be provided in a separate email.

- 8.3 Subject to compliance with clause 8.2 and the proper performance of the Company's obligations Select must pay the undisputed amount invoiced within 30 days of receipt of the tax invoice.
- 8.4 Payment will be on account only and will not be evidence of satisfactory performance by the Company of this Order.
- 8.5 Title in the Goods will pass from the Company to Select on payment.
- 8.6 Select may deduct from any payment otherwise due to the Company:
- (a) any debt or other amount due from the Company to Select; or
 - (b) any bona fide claim to payment Select may have against the Company whether for damages or otherwise under this Order or at law.

9. DEFAULT BY COMPANY AND TERMINATION

- 9.1 Select may by written notice terminate this Order:
- (a) if the Company fails to rectify a default under this Order within the time specified by Select in a written notice of default, effective immediately;
 - (b) for its sole convenience, effective from the date stated in the notice provided reasonably in advance to the Company and supply the undelivered Goods itself or by engaging other suppliers; or
 - (c) on Insolvency, effective immediately.
- 9.2 The Company may:
- (a) by written notice terminate this Order on Select's Insolvency, effective immediately; or
 - (b) where Select fails to pay an undisputed amount to the Company in accordance with clause 8.3, and fails to remedy such non-payment within 30 days after Select's receipt of a notice from the Company, terminate this Order upon 30 days written notice to the Company, provided such amount remains unpaid.

9.3 On receiving a notice of termination, the Company must:

- (a) immediately stop work;
- (b) take such action as is necessary or as Select directs, for the transfer, protection and preservation of the Goods; and
- (c) try every possible means to minimise the costs of termination to Select.

9.4 If the Order is terminated under clause 9.1(b) the Company must send to Select within 30 days of the date of termination a tax invoice for the value of any Goods:

- (a) delivered and unpaid at the date of termination; and
- (b) off site at the date of termination that are ready for delivery as evidenced by the Company in writing provided that such Goods will:
 - (A) become the property of Select on payment; and
 - (B) be delivered and unloaded by the Company as directed by Select; and
- (c) that the Company has ordered but cannot cancel and must take delivery of, and only where those Goods have not been prematurely ordered, subject to unencumbered title in such Goods transferring to Select upon payment.

9.5 Any payment of the Company's undisputed tax invoice (issued in accordance with clause 9.4) will, to the extent permitted by law, be in full satisfaction of Select's Liability to the Company and the Company will not be entitled to make any other Claim arising out of or in connection with the Goods or this Order.

9.6 Without prejudice to any other rights or remedies of Select, the Company will be liable to Select for any Liability arising out of or in connection with a termination of this Order pursuant to clause 9.1(a) and such amounts will be a debt due and owing by the Company to Select.

10. SUSPENSION

10.1 Select may at any time and for any reason suspend performance of all or any of the Company's obligations under this Order by written notice effective

upon receipt of the notice. The Company must suspend the performance of the obligations identified in the notice until Select directs the Company to resume performance of those obligations by further written notice. At such time, the Company must promptly recommence the performance of those obligations in accordance with this Order.

10.2 If a suspension does not arise from an act or omission of the Company or its personnel, the Company will only be entitled to be paid the extra costs reasonably incurred by the Company as a result of the suspension, as determined by Select (acting reasonably and in accordance with this Order).

11. PPSA

11.1 If the Company believes that a Security Interest arises under this Order it must notify Select at least 5 business days before the Company takes steps to register such Security Interest on the PPS Register.

11.2 Within 10 business days of the earlier of:

- (a) the expiry or termination of this Order; or
- (b) receipt of the Contract Sum for the Goods,

the Company will at its cost procure the removal from the PPS Register each Security Interest it has registered in respect of the Goods, and must provide Select with verification of the removal of the Security Interests pursuant to section 157 of the PPSA.

11.3 The parties agree that for the purposes of section 115 of the PPSA the following sections of the PPSA will not apply to any Relevant Collateral:

- (a) section 120 (enforcement of liquid assets);
- (b) section 126 (apparent possession); and
- (c) section 128 (secured party may dispose of collateral).

12. HEALTH AND SAFETY

12.1 The Company acknowledges that Select does not control or influence the Company's activities except activities performed on Select's premises.

12.2 The Company must:

- (a) comply with its obligations as a supplier, designer,

manufacturer, importer, installer, constructor or commissioner of any plant, substance, or structure (as applicable) under WHS Legislation;

(b) ensure so far as is reasonably practicable, that the Goods are without risks to the health and safety of persons who may use, handle, store, construct, assemble or carry out any reasonably foreseeable activity including the proper storage, decommissioning, dismantling, demolition or disposal of the Goods;

(c) carry out, or arrange the carrying out of, any calculations, analysis, testing or examination that may be necessary for the performance of the duty imposed by clause 12.2(b);

(d) give adequate information to Select concerning each purpose for which the Goods were designed or manufactured, the results of testing referred to in clause 12.2(c) and any conditions necessary to ensure that the Goods are without risks to health and safety when used, including a description of the Goods and any faults in the Goods that have been previously used; and

(e) comply with its obligation under WHS Legislation to consult, cooperate and coordinate activities with all other persons who have a work health and safety duty in relation to the same matter.

13. ANTI-BRIBERY AND ANTI-CORRUPTION

13.1 Select is committed to operating in a manner consistent with the laws of the jurisdictions in which it operates, including Anti-Bribery and Anti-Corruption Legislation.

13.2 (Anti-Corruption Obligations): The Company must not, and must take reasonable steps to ensure that any of its Associated Persons do not, commit a Prohibited Act (**Anti-Corruption Obligations**) and:

- (a) must implement adequate policies and procedures to ensure compliance with its Anti-Corruption Obligations, and disclose those policies and procedures to Select upon request; and
- (b) where the Company does not have a written policy required by clause 13.2(a), it agrees that it has read and understands the Laing O'Rourke ABAC Policy and will comply with the principles of the Laing

O'Rourke ABAC Policy in all respects as if it were its own policy; and

- (c) must use reasonable endeavours to require its Associated Persons to give an undertaking and to implement adequate policies and procedures to ensure they will not commit a Prohibited Act and, if no such undertaking is forthcoming, will inform Select and seek alternative person(s) to perform those services.

13.3 (Compliance history): The Company represents and warrants that it has not in the past 10 years:

- (a) been the subject of an investigation into its compliance with;
- (b) been convicted of any offence in connection with; or
- (c) entered into any settlement in connection with any alleged breach of, any Anti-Bribery and Anti-Corruption Legislation.

13.4 (Public Officials): The Company represents and warrants that except as otherwise disclosed in writing to Select, no Public Official:

- (a) is or will become an Associated Person of the Company;
- (b) is or will become involved in the management of, including as part of its board or other governing body, or holds or will hold a controlling or significant interest the Company; or
- (c) is an immediate family member of a member of the board or other governing body or senior management of the Company.

13.5 (Notification obligations): The Company will as soon as reasonably practicable notify Select in writing (including details, steps taken and proposed steps to investigate and address the issue) if:

- (a) it becomes aware that any representations or warranties in clauses 13.3 and 13.4 are false;
- (b) it, or any of its Associated Persons breaches the Anti-Corruption Obligations; or
- (c) it becomes aware of any breach, alleged breach or facts or circumstances which could reasonably be considered to constitute a breach of Anti-Bribery and Anti-Corruption Legislation by it or an Associated Person.

13.6 (Investigation and audit rights): If the Company notifies under clause 13.4, or if Select reasonably believes that there has been a breach of the Anti-Corruption Obligations, the Company must, for up to 3 years after completion or expiry of the Order:

- (a) respond promptly to Select's reasonable enquiries and cooperate with Select in connection with its investigation; and
- (b) allow Select access to any relevant documentation, books or records relevant to:
 - (A) the Company's performance of this Order, for the purpose of assessing compliance with this clause 13;
 - (B) legal or equitable interests in the Company; and
 - (C) any ongoing background checks Select may wish to make in relation to the Company's compliance with the Anti-Corruption Obligations.

13.7 (Consequences of breach): Without limiting any other rights Select has under this Order, if Select reasonably believes that the Company is in breach of clause 13 or that a breach is imminent, Select:

- (a) may suspend performance and payment under this Order; or
- (b) may, by written notice effective immediately terminate the Order; and
- (c) is not obliged to make any payment to the Company in respect of goods, services or other benefits procured through or related to the breach.

13.8 The Company will indemnify Select for any Liability incurred by Select and arising from or related to a breach or alleged breach by the Company or any of its Associated Persons of the Anti-Corruption Obligations, provided that such losses are reasonably foreseeable and mitigated if practicable and except to the extent caused or contributed to by the negligence, breach or Wilful Misconduct of Select.

14. CODE AND INDUSTRIAL LAWS COMPLIANCE

14.1 The Company is responsible for and will ensure that it complies with its obligations under any Industrial Instrument or Laws that apply to it relating to employee entitlements, including:

- (a) paying all applicable wages, workers' compensation insurance, fringe benefits tax, all payroll taxes and other employee entitlements including in respect of any superannuation fund, scheme or arrangement for the benefit of workers; and
- (b) complying with all applicable Laws with respect to the deduction and payment of tax instalment deductions from salaries and wages paid to employees.

14.2 The Company must not engage in any unlawful arrangements or practices which may avoid obligations under awards, Industrial Instruments or Laws including treating a genuine employee as an independent contractor or allow an inappropriate application of the Pay As You Go (PAYG) system of taxation.

14.3 Where a State Code applies to the Project, the Company must comply with the relevant State Code.

15. GENERAL

15.1 The Company will not without the prior written consent of Select (which shall not be unreasonably withheld but may be conditioned), assign, transfer or sublet this Order. Select may assign or transfer this Order on reasonable notice to the Company.

15.2 This Order is governed by the law applicable in the State or Territory in which the Delivery Point is located. The parties submit to the non-exclusive jurisdiction of the Courts of that State or Territory.

15.3 The delay or non-exercise of a right (including a set off) does not operate as a waiver of that power or right, nor does any single exercise of a power or right preclude any other or future exercise of it or the exercise of any other power or right. Any waiver or consent given by a party will only be effective if given or confirmed in writing.

15.4 The remedies provided in this Order do not prejudice Select's rights against the Company whether arising out of or in connection with this Order or otherwise at law.

15.5 To the maximum extent permitted by law, the operation of the Proportionate Liability Legislation is

excluded in relation to rights, obligations and liabilities under this Order whether such rights obligations or liabilities are sought to be enforced as a breach of contract or claim in tort (including negligence), in equity, under statute or otherwise at law. This clause shall be limited to jurisdictions in which the parties are entitled to contract out of the Proportionate Liability Legislation.

- 15.6 If a breach of this Order by the Company causes or contributes to Select becoming liable to pay damages under the Head Contract, whether liquidated or otherwise, the Company will be liable for and will indemnify Select against any Liability Select is liable to pay, except to the extent the damages were caused or contributed to by Select.
- 15.7 The Company shall be deemed to have accepted the Order upon the earlier of:
- (a) signature by the Company of the Purchase Order, or some other written acknowledgement;
 - (b) delivery of the Goods by the Company to the Delivery Point;
 - (c) submission to Select by the Company of an invoice for payment in respect of the Goods; or
 - (d) if the Company does not notify Select of its non-acceptance of the Order or any part thereof, within 5 business days of the Company's receipt of the Purchase Order.

16. PRIVACY

The Company must comply with all Privacy Laws, whether or not it is an organisation bound by the Privacy Act.

17. CHAIN OF RESPONSIBILITY LEGISLATION

To the extent heavy vehicles are used in the performance of this Order, the Company:

- (a) must comply with all COR Laws;
- (b) warrants that it is familiar with and has the capability and resources to comply with COR Laws and ensure that its Personnel complies with all COR Laws; and
- (c) must undertake any audits or monitoring as requested by Select to demonstrate compliance with this clause.

18. QUALITY SYSTEMS

- 18.1 The Company must establish and maintain quality systems acceptable to Select. Unless otherwise shown in the Purchase Order, the Company's quality systems must comply with the current version of AS/NZS ISO 9001 "Quality management system – requirements".
- 18.2 If any part or component of the Goods is imported and is a Nominated Product, the Company must, upon delivery provide to Select the results of tests performed on the part or component in a NATA accredited laboratory in accordance with AS 4964-2004 "Method for the qualitative identification of asbestos in bulk samples", following sampling in accordance with "AS 4433.1 Guide to the sampling of particulate materials Part 1: Sampling procedures".

19. NO AMENDMENT WITHOUT AUTHORITY

- 19.1 This Order cannot be revised or amended unless in writing and signed by Select's designated Project Leader or its Regional Commercial Manager.
- 19.2 This Order constitutes the entire agreement of the parties about its subject matter and:
- (a) supersedes all previous agreements, understandings and negotiations on that subject matter irrespective of whether or not in writing; and
 - (b) will prevail over any other document (including any delivery docket, tax invoice or other document containing terms and conditions in relation to the supply of the Goods) issued by the Company from time to time, whether signed by Select or not and whether post-dating this Order or not.

This clause does not exclude a party's liability for prior false, misleading or deceptive statements or misrepresentations, whether oral or written.

20. STATE CODE COMPLIANCE – NEW SOUTH WALES

- 20.1 The provisions in this clause 20 apply where the relevant State is New South Wales and the Company is required to comply with the State Code applicable to New South Wales.
- 20.2 In addition to terms defined in this document, terms used in this clause 20 have the same meaning as is attributed to them in the NSW Guidelines

- 20.3 The Company must at all times comply with, and meet any obligations imposed by, the NSW Guidelines.
- 20.4 The Company must notify the CCU and the Client Agency of any possible non-compliance with the NSW Guidelines and of remedial action taken, within 24 hours of becoming aware of the possible non-compliance.
- 20.5 Where the Company engages a subcontractor or consultant, the Company must ensure that that contract imposes on the subcontractor or consultant equivalent obligations to those in this section 1.2 of Part A, including that the subcontractor or consultant must at all times comply with, and meet any obligations imposed by, the NSW Guidelines.
- 20.6 The Company must not appoint or engage another party in relation to the project where that appointment or engagement would breach a sanction imposed on the other party in relation to the NSW Code or NSW Guidelines.
- 20.7 The Company must maintain adequate records of compliance with the NSW Guidelines by it, its subcontractors, consultants and related entities.
- 20.8 The Company must allow, and take reasonable steps to facilitate, authorised personnel (including personnel of the CCU) to:
- (a) enter and have access to sites and premises controlled by the Company, including but not limited to the project site;
 - (b) inspect any work, material, machinery, appliance, article or facility;
 - (c) access information and documents;
 - (d) inspect and copy any record relevant to the project;
 - (e) have access to personnel; and
 - (f) interview any person,
- as is necessary for the authorised personnel to monitor and investigate compliance with the NSW Guidelines, by the Company, its subcontractors, consultants, and related entities.
- 20.9 The Company, and its related entities, must agree to,

and comply with, a request from authorised personnel (including personnel of the CCU) for the production of specified documents by a certain date, whether in person, by post or electronic means.

20.10 The Company warrants that at the time of entering into this contract, neither it, nor any of its related entities, are subject to a sanction in connection with the NSW Guidelines that would have precluded it from responding to a procurement process for work to which the NSW Guidelines apply.

20.11 If the Company does not comply with, or fails to meet any obligation imposed by, the NSW Guidelines, a sanction may be imposed against it in connection with the NSW Guidelines.

20.12 Where a sanction is imposed:

- (a) it is without prejudice to any rights that would otherwise accrue to the parties; and
- (b) the State of NSW (through its agencies, Ministers and the CCU) is entitled to:
 - (A) record and disclose details of non-compliance with the NSW Guidelines and the sanction; and
 - (B) take them into account in the evaluation of future procurement processes and responses that may be submitted by the Company, or its related entities, in respect of work to which the NSW Guidelines apply.

20.13 The Company bears the cost of ensuring its compliance with the NSW Guidelines, including in respect of any positive steps it is obliged to take to meet its obligations under the NSW Guidelines. The Company is not entitled to make a claim for reimbursement or an extension of time from the Client Agency or the State of NSW for such costs.

20.14 Compliance with the NSW Guidelines does not relieve the Company from responsibility to perform the Services and any other obligation under the contract, or from liability for any defect in the Services or from any other legal liability, whether or not arising from its compliance with the NSW Guidelines.

20.15 Where a change in the contract or Services is proposed, and that change may, or may be likely to,

affect compliance with the NSW Guidelines, the Company must immediately notify the Client Agency (or nominee) of the change, or likely change and specify:

- (a) the circumstances of the proposed change;
- (b) the extent to which compliance with the NSW Guidelines will be, or is likely to be, affected by the change; and
- (c) what steps the Company proposes to take to mitigate any adverse impact of the change (including any amendments it proposes to a Workplace Relations Management Plan or Work Health and Safety Management Plan).

and the Client Agency will direct the Company as to the course it must adopt within 10 Business Days of receiving notice.

21. STATE CODE COMPLIANCE – QUEENSLAND

21.1 The provisions in this clause 21 apply where the relevant State is Queensland and the Company is required to comply with the State Code applicable to Queensland.

21.2 In addition to terms defined in this Order, terms used in this clause 21, have the same meaning as is attributed to them in the Queensland Code (as published by the Department of Justice and Attorney- General). The Queensland Code is available at www.treasury.qld.gov.au.

21.3 The Company must comply with, and meet any obligations imposed by, the Queensland Code and Queensland Guidelines.

21.4 The Company must notify the BCCB (or nominee) and the Client Agency of any alleged breaches of the Queensland Code and of voluntary remedial action taken, within 24 hours of becoming aware of the alleged breach.

21.5 Where the Company is authorised to engage a subcontractor or consultant, and it does so, the Company must ensure that any secondary contract imposes on the subcontractor or consultant equivalent obligations to those in this clause 21, including that the subcontractor or consultant must

comply with, and meet any obligations imposed by, the Queensland Code.

21.6 The Company must not appoint or engage another party in relation to the project where that appointment or engagement would breach a sanction imposed on the other party in relation to the Queensland Code.

21.7 The Company must maintain adequate records of compliance with the Queensland Code by it, its subcontractors, consultants and related entities.

21.8 The Company must allow, and take reasonable steps to facilitate, Queensland Government authorised personnel (including personnel of the BCCB) to:

- (a) enter and have access to sites and premises controlled by the Company, including the project site;
- (b) inspect any work, material, machinery, appliance, article or facility;
- (c) access information and documents;
- (d) inspect and copy any record relevant to the project;
- (e) have access to personnel; and
- (f) interview any person,

as is necessary for the authorised personnel to monitor and investigate compliance with the Queensland Code, by the Company, its subcontractors, consultants and related entities.

21.9 The Company, and its related entities, must agree to, and comply with, a request from Queensland Government authorised personnel (including personnel of the BCCB) for the production of specified documents by a certain date, whether in person, by post or electronic means.

21.10 The Company warrants that at the time of entering into this contract, neither it, nor any of its related entities, are subject to a sanction in connection with the Queensland Code that would have precluded it from tendering for work to which the Queensland Code applies.

21.11 If the Company does not comply with, or fails to meet any obligation imposed by, the Queensland Code, a

sanction may be imposed against it in connection with the Queensland Code.

21.12 Where a sanction is imposed:

- (a) it is without prejudice to any rights that would otherwise accrue to the parties; and
- (b) the State of Queensland (through its agencies, Ministers and the BCCB) is entitled to:
 - (A) record and disclose details of non-compliance with the Queensland Code and the sanction; and
 - (B) take them into account in the evaluation of future expressions of interest or tender responses that may be lodged by the Company, or its related entities, in respect of work to which the Queensland Code applies.

21.13 The Company bears the cost of ensuring its compliance with the Queensland Code. The Company is not entitled to make a claim for reimbursement or an extension of time from the Client Agency or the State of Queensland for such costs.

21.14 Compliance with the Queensland Code does not relieve the Company from responsibility to perform the Services and any other obligation under the contract, or from liability for any defect in the Services or from any other legal liability, whether or not arising from its compliance with the Queensland Code.

21.15 Where a change in the contract or Services is proposed, and that change would, or would be likely to, affect compliance with the Queensland Code, the Company must immediately notify the Client Agency (or nominee) of the change, or likely change and specify:

- (a) the circumstances of the proposed change;
- (b) the extent to which compliance with the Queensland Code will, or is likely to be, affected by the change; and
- (c) what steps the Company proposes to take to mitigate any adverse impact of the change (including any amendments it proposes to a Workplace Relations Management Plan),

and the Client Agency will direct the Company as to

the course it must adopt within 5 Business Days of receiving notice.

22. STATE CODE COMPLIANCE – SOUTH AUSTRALIA

22.1 The provisions in this clause 22 apply where the relevant State is South Australia and the Company is required to comply with the State Code applicable to South Australia.

22.2 In addition to terms defined in this Order, the terms used in this clause 22 have the same meaning as is attributed to them in the SA Code and the SA Guidelines as amended from time to time.

22.3 The Company must at all times:

- (a) comply with, and meet any obligations imposed by, the SA Code and the SA Guidelines;
- (b) ensure that its subcontractors comply with, and meet any obligations imposed by, the SA Code and the SA Guidelines; and
- (c) not cause Select to breach any of its obligations under the SA Code or the SA Guidelines.

22.4 The parties acknowledge and agree that a failure by Select to pay the Company in accordance with the terms of this Order will constitute a substantial breach of this Order.

22.5 If a dispute arises between the parties out of or in connection with this Order, either party may give notice to the other requesting a meeting between a Director or nominee of Select and the Managing Director of the Company or their nominees. The parties will use their best endeavours to arrange such a meeting at a mutually convenient time and place, the time being within 7 days after service of the notice, to discuss and seek to resolve the dispute.

22.6 The Company acknowledges that it has an appropriate WHS management system in place that satisfies the requirements of the SA Code.

22.7 The Company must promptly notify Select of any industrial relations matters that may have an impact on the cost or completion of this Order or other contracts relating to the Project (including those to which the Company is not a party).

22.8 The Company acknowledges its obligations under Schedule 6 of the SA Guidelines in relation to skills development training and undertakes to take all necessary steps to satisfy the requirements of Schedule 6 of the SA Guidelines, including by making such contributions to the Construction Industry Training Fund as are required.

22.9 If requested by Select, the Company must provide Select with proof of the Company's or any of the Company's subcontractors' payment of the Construction Industry Training Levy.

22.10 The Company must comply with the South Australian Government's Workforce Participation in Government Construction Procurement Policy.

22.11 The Company acknowledges its obligations under Schedule 8 of the SA Guidelines in relation to environmental management and, without limiting its obligations under the SA Guidelines, undertakes to comply with the South Australian Government's Energy Efficiency Action Plan.