

## 1 Definitions

In this agreement, unless the contrary intention appears:

**agreement** means the agreement constituted by these general terms and conditions and the relevant purchase order.

**authorised signatories** means the designated representative of each party duly authorised.

**business day** means a day other than a Saturday, Sunday or a gazetted public holiday in Western Australia.

**defective services** mean services or the results of any services which are not in conformity with this agreement.

**government authority** means any national, state, local, regional, territorial or municipal government, ministry, governmental department, commission, board, bureau, agency, instrumentality, executive, legislative, judicial or administrative body, having jurisdiction over the services or the site.

**GST** has the same meaning as in the GST Act.

**GST Act** means the *A New Tax System (Goods and Services Tax) Act 1999* (Cth).

**industrial matter** means industrial action of any sort, whether threatened or actual, involving your employees working at or in connection with the site.

**insolvent** means, with respect to a party, insolvent (as defined in the *Corporations Act 2001* (Cth)), in liquidation or provisional liquidation, receivership, bankruptcy (protective or otherwise) or under administration, unable to pay its debts as and when they fall due or otherwise insolvent, or that has entered into a compromise or arrangement with, or assignment for the benefit of, any of its members or creditors or in respect of which any analogous event has occurred.

**intellectual property rights** includes, without limitation, all intellectual property rights including current and future registered and unregistered rights in respect of copyright, designs, circuit layouts, trademarks, know-how, confidential information, patents, inventions and discoveries and all other intellectual property as defined in article 2 of the convention establishing the World Intellectual Property Organisation 1967.

**laws** means any statute, ordinance, code, law, decree, circular, rule or regulation by any Government Authority.

**licences** means all licences, qualifications, registrations and other statutory requirements necessary for the supply of services under this agreement.

**modern slavery laws** means:

- (a) Divisions 270 and 271 of the *Criminal Code Act 1995* (Cth);
- (b) sections 80D, 80E, 91G(1)-(3), 91H, 91HAA and 93AA-93AC of the *Crimes Act 1900* (NSW);
- (c) laws in the other Australian states and territories which are equivalent to any of the laws referred to in paragraphs (a) and (b); and
- (d) any laws of the Commonwealth relating to modern slavery.

**month** means a calendar month.

**MSI Act** means the *Mines Safety and Inspection Act 1994* (WA).

**normal business hours** means the hours between 8:00am and 4:00pm on a Business Day.

**our website** means the relevant page(s) of our website at [www.westgold.com.au/site/about-us/corporate-governance](http://www.westgold.com.au/site/about-us/corporate-governance).

**party** means you or us.

**parties** means you and us.

**personal information** means personal information, as that term is defined in the *Privacy Act 1988* (Cth), that is provided, obtained or accessed in the course of performing this agreement.

**personnel** means the employees, agents, contractors or subcontractors of a party (but our personnel do not include your personnel).

**policies and procedures** means any of our policies, procedures, standards, codes, rules, manuals, protocols, plans or directives and similar documents (as may be amended from time to time by us), and include:

- (a) our corporate code of conduct and all corporate governance policies available on our website;
- (b) our fitness for work, health and safety, environmental, quality, and equal opportunity and harassment policies; and
- (c) all our other policies, procedures, standards, codes, rules, site rules, manuals, protocols, plans or directives (and similar documents) which are provided or notified by us to you.

**price** means the price specified in the purchase order.

**privacy laws** means:

- (a) the *Privacy Act 1988* (Cth);
- (b) any laws (to the extent that such legislation applies to the parties or any other recipient of personal information) from time to time in force in any relevant jurisdiction affecting privacy, personal information or the collection, handling, storage, processing, use or disclosure of personal data; and
- (c) any ancillary rules, guidelines, orders, directions, directives, codes of conduct or other instruments made, issued or registered under any of the legislation referred to in paragraphs (a) and (b) above, as amended from time to time.

**purchase order** means the purchase order issued by us to you from time to time containing, amongst other things, a description of the services, the price and the site.

**related body corporate** has the meaning given to that term in the *Corporations Act 2001* (Cth).

**services** means the services described in the purchase order.

**site** means the site or location for providing the services detailed in the purchase order.

**site rules** means the site rules (if any) available on our website or otherwise provided by us.

**taxes** means any and all present and future sales, use, personal, property, real property, value added, services, turnover, stamp, documentary, interest equalisation, business, occupation, excise, income, corporation, profits, gains, gross receipts, or other taxes, fees, withholdings, imposts, levies, duties or other charges of any nature whatsoever or whensoever imposed (other than taxes on our net income) by any government, governmental, semi-governmental or other relevant authority, together with any penalties, fines or interest thereon or similar additions thereto, imposed, levied or assessed or otherwise payable.

**tax invoice** has the same meaning as in the GST Act.

**you** means the person named in the purchase order as the supplier of the services and "your" has the corresponding meaning.

**we and us** means Westgold Resources Limited (ACN 009 260 306) and any of our related bodies corporate named in the purchase order or which elect to take the benefit of this agreement in accordance with clause 19.1 and "our" has the corresponding meaning.

## 2 Supply of services

2.1 In consideration of payment of the price by us, you must supply the services to us in accordance with this agreement.

2.2 We intend to contract for the services only on the terms of this agreement, and not on any other terms. Accordingly, unless incorporated into this agreement, the provision of terms by you will not bind us, will be of no legal effect, and will not constitute a contract or part of this agreement irrespective of any act by us or by any of our personnel, including execution of any document incorporating (including by reference) any term or terms.

- 2.3 Before you supply the services, you acknowledge that you have read and understood the general terms and conditions before making a supply under this agreement. If you make a supply under a purchase order or any other form of order or request by us to supply services, whether or not in writing, you will be deemed to have agreed to these general terms and conditions.
- 2.4 You must supply the services to us in accordance with this agreement.
- 2.5 In the event of any ambiguity or uncertainty in respect of a purchase order, such ambiguity or uncertainty must be referred to us immediately and a corrected purchase order obtained prior to delivery.
- 2.6 We will provide you with access to our site to the extent necessary for you to provide the services.
- 2.7 In providing the services you must, and you must ensure that your personnel:
- (a) use best endeavours not to interfere with any of our activities or the activities of any other person on our site, and ensure that our site is left secure, clean, orderly and fit for immediate use;
  - (b) perform the services in a safe manner and by appropriately qualified and skilled personnel undertaking all activities, functions and tasks safely and continuously, with all due skill and care, and avoiding all undue risk to the environment;
  - (c) comply with all applicable laws and the requirements of any government authority and ensure that you possess all relevant authorisations, permits and licences to provide the services;
  - (d) without limiting paragraph (c) above, comply with:
    - (i) all applicable occupational health, safety and environmental laws, guidelines and codes of practice including, without limitation, the *Occupational Safety and Health Act 1984* (WA) and/or the MSI Act;
    - (ii) our health and safety policy, environmental policy and occupational health standards, and all other occupational health, safety and environmental guidelines, rules, directions and procedures provided to you by us;
    - (iii) any induction requirements in relation to the site notified by us;
    - (iv) all of our other policies and procedures;
    - (v) our site rules; and
    - (vi) all directions and orders given by our representatives when your personnel are on our site;
  - (e) provide us with regular reports, or more frequently on request in a form approved by us, in relation to any occupational health and safety issues in relation to the services and on request by us prepare and provide to us any information and documents you are required to prepare or maintain under any laws including laws concerning occupational health, safety and the environment; and
  - (f) provide us all such information and assistance as we reasonably require in connection with any investigation arising from or in connection with the supply of the services.
- 2.8 We may, at any time, require you to provide evidence of compliance with your obligations under paragraphs 2.7 (b), (c) and (d).
- 2.9 This agreement does not affect in any way us procuring the same, or similar, services from other suppliers.
- 2.10 You will be deemed to have made your own independent assessment of the conditions of the site, to the extent that it is relevant to the provision of the services, and taken into account all local and other conditions affecting the performance of the services and all information which is relevant to the risks, contingencies and other circumstances which could affect performance of the services.
- 2.11 We do not warrant, guarantee or make any representation about the accuracy or adequacy of any information, data or documents made available to you as to the existing conditions at the site or otherwise in connection with the provision of the services under this agreement and we disclaim all responsibility whatsoever in relation to the provision of such information.
- 3 Conditions as to quality and description of the services**
- 3.1 The services must match the description (including performance criteria, if any) in the purchase order.
- 3.2 If you gave us a demonstration of the services, the services must be of the same nature and quality as the sample or demonstration given.
- 3.3 The services must comply with any applicable laws and relevant standards of the Standards Association of Australia.
- 3.4 The services must be fit for the purpose for which services of the same kind are commonly supplied or bought and for any other purpose which we make known to you.
- 4 Price**
- 4.1 We agree to pay you the price in accordance with this agreement for the services.
- 4.2 The price is inclusive of all costs incurred by you in the performance of the services including all charges for insurance in accordance with this agreement and the cost of any items used or supplied in conjunction with the services. The price is also inclusive of all duties and taxes except GST.
- 4.3 The price may not be increased without our prior consent. We have the right to refuse to give our consent.
- 4.4 In the event that the price reflected in the purchase order is incorrect, you must notify us and ensure that an amended purchase order reflecting the correct price is obtained prior to delivery. Payment must be made as per the price reflected on the copy of the purchase order in our possession.
- 5 Invoicing and payment**
- 5.1 You must submit tax invoices to us (by providing them to our representative referred to in the purchase order or as advised by us in writing if there is no representative referred to), no earlier than (as applicable):
- (a) at the completion of the services, unless the purchase order states that progress payments are to be made; and
  - (b) where progress payments are to be made for the provision of services, at the end of each month (or other period specified in this agreement) for services performed by you in that month or that period (as the case may be).
- 5.2 When submitting your tax invoice under clause 5.1, it must include the following details:
- (a) a reference to a valid purchase order;
  - (b) a detailed description of the services supplied;
  - (c) an individual reference number for us to quote with remittance payment;
  - (d) the price relating to services, broken down to reflect any price components on the purchase order;
  - (e) the amount of any GST; and
  - (f) our representative name and site (if applicable).

5.3 Subject to you complying with this clause 5, we will pay all invoices rendered to us by you under this clause 5 within 30 days from the month end of the date of the invoice, except where we dispute the invoice, in which case:

- (a) we will pay the undisputed part of the relevant invoice (if any) and withhold the balance pending resolution of the dispute; and
- (b) if the resolution of the dispute determines that we are to pay an amount to you, we will pay that amount within 30 days of the resolution of that dispute.

5.4 If any supply made under this agreement is or becomes subject to GST, the party to whom the supply is made must pay to the party making the supply in addition to any consideration payable an additional amount on account of GST. If any party is required to reimburse or indemnify the other party for a cost, expense or liability (Cost) incurred by the other party, the amount of that Cost for the purpose of this agreement is the amount of the Cost incurred less the amount of any credit or refund of GST which the party incurring the Cost is entitled to claim.

5.5 If we are entitled to an exemption or concession concerning any tax or import duty or import tariff with respect to the services, you must use all reasonable endeavours to apply for that concession or exemption and as far as possible promptly pass on to us the benefit of that concession or exemption.

5.6 No interest or any other monies will be payable by us in respect of any invoice rendered to us by you under clause 5.1 which remains due and payable and unpaid.

5.7 We may withhold, retain or set off from any payment due to you under this agreement any amounts we deem necessary to protect us against any costs, charges, expenses or damages which you may be liable to us for in connection with this agreement or otherwise.

5.8 Unless otherwise agreed, any money payable is to be paid in Australian currency.

5.9 If the purchase order involves the supply of services on a cost plus or per hour basis we have the right to conduct an audit of the basis of your charges using your records. This right continues for twelve months after we pay the relevant invoice.

## 6 Suspension and termination

6.1 To the extent permitted by law, we may at any time suspend performance of your obligations under this agreement by giving you notice. When you receive a notice of suspension from us you must suspend performance of the relevant obligations until such time as we direct you to resume performance of those obligations by notice in writing. Where the suspension of your obligations by us under this clause is not as a result of:

- (a) any default or action by you; or
- (b) an event or circumstance which is beyond the control and without the fault or negligence of us and which by the exercise of reasonable diligence we are unable to prevent (excluding any shortage of labour or materials),

but is a result of the acts or omissions of us or our personnel, and continues for a cumulative period of 7 days, we will reimburse you within a reasonable time of receipt by us of a detailed breakdown of your claim for the direct, verifiable and reasonable costs incurred by you as a consequence of the suspension.

6.2 A party may immediately terminate this agreement by notice in writing to the other party if the other party:

- (a) breaches any term under this agreement and such breach is not able to be remedied;
- (b) breaches any term under this agreement and such breach is not remedied within 14 days of notice being given to the party to remedy the breach;

- (c) breaches any law relating to the supply of the services;
- (d) becomes insolvent; or
- (e) is convicted of a criminal offence.

6.3 In addition to any other rights of termination available to us, we may terminate this agreement by giving 14 days' notice to you, in which case (subject to our other rights under this agreement) we must reimburse you for all verifiable:

- (a) work in progress;
- (b) services supplied or completed; and
- (c) expenses incurred up to the date of the notice of termination,

which are incurred in compliance with this agreement, and which cannot be reversed or mitigated by you applying best efforts.

6.4 In addition to clauses 6.2 and 6.3 we may terminate this agreement with immediate effect by notice in writing to you if any information supplied by you relating to the purchase order, your details or any other material fact, is materially incorrect.

6.5 If this agreement is terminated pursuant to clauses 6.2, 6.3 or 6.4, you must cease the supply of the services the subject of the purchase order and you must deliver all services in progress or completed as we may request.

6.6 Unless expressly stated otherwise, termination of this agreement for any reason does not affect the rights or obligations of a party which have accrued prior to termination.

## 7 Independent contractor

Both parties acknowledge that you are our contractor and not our agent or employee.

## 8 Warranties

8.1 You warrant on a continuing basis:

- (a) that the services will:
  - (i) be provided in a timely and professional manner in accordance with this agreement;
  - (ii) be provided by appropriately qualified, competent, skilled, experienced and professional personnel;
  - (iii) be fit for the purpose intended by us and disclosed to you;
  - (iv) be free from any claim of any nature by any third party;
  - (v) not infringe or contribute to the infringement of any intellectual property rights; and
  - (vi) without limiting the foregoing, conform with this agreement;
- (b) any information supplied by you relating to this agreement, or the services is true and correct;
- (c) you have read and understood our site rules, as well as any other details relating to site access contained in this agreement, and you will comply with any conditions contained therein; and
- (d) you have read and understood our policies and procedures, and you will comply with any conditions contained therein.

## 9 Defects

9.1 If we find any of the services or their results to be defective services, we may, at our option re-perform or make good the defective services.

9.2 You are not liable for any defect or fault in the services to the extent that it is caused by our negligence or the negligence of our personnel.

**10 Insurance**

10.1 You at your own expense must procure and maintain all insurances required by law and the following insurance policies (except where the purchase order indicates they are not applicable, and subject to any amendment to the amount of cover in the purchase order):

- (a) workers' compensation & employers' liability insurance covering statutory liability under the *Workers' Compensation and Injury Management Act 1981* (WA) (as amended) or any equivalent legislation, and liability at common law with a minimum limit of not less than fifty million dollars (\$50,000,000);
- (b) public liability, products liability and pollution liability (sudden and accidental) insurance for an amount of twenty million dollars (\$20,000,000) for any one occurrence (but limited to twenty million dollars (\$20,000,000) in the aggregate in relation to products liability insurance and pollution liability insurance) to cover your legal liability in respect of occurrences resulting in:
  - (i) death of or bodily injury (including illness) to any third party; and
  - (ii) damage to property not belonging to nor held in trust by nor in the care, custody or control of you,

arising out of or in the course of or caused by the execution, provision or purported provision of services under this agreement; and

- (c) if provision of the services requires you to:
  - (i) provide directly or indirectly professional services - professional indemnity insurance covering civil liability arising from an actual or alleged breach of professional duty in the performance of services under this agreement which must provide a minimum limit of indemnity of not less than five million dollars (\$5,000,000) each and every claim, with one automatic reinstatement of the limit of indemnity and be maintained for the period of this agreement and thereafter for a period of not less than seven years or seven years from the date on which the professional services are completed.

10.2 Where permitted by law, the workers' compensation & employers' liability policy referred to in clause 10.1(a) must be:

- (a) extended to indemnify us for statutory liability under the *Workers' Compensation and Injury Management Act 1981* (WA) (as amended) or any equivalent legislation, and liability at common law; and
- (b) further extended to include a waiver of subrogation favouring us for statutory liability under the *Workers' Compensation and Injury Management Act 1981* (WA) (as amended) or equivalent legislation, and liability at common law.

10.3 The public liability policy referred to in clause 13.1(b) must be endorsed to:

- (a) contain a principal's indemnity extension;
- (b) include a waiver of subrogation in favour of us;
- (c) include a cross-liability extension stating that the policy must operate as if there was a separate policy covering each insured and further include a provision that a failure by any insured to comply with the policy terms and conditions will not prejudice the rights and entitlements of any other insured under the policy;
- (d) cover the legal liability of any of your employees, sub-consultants and/or agents;
- (e) cover legal liability arising from the use and/or operation of unregistered motor vehicles; and
- (f) cover pollution events of a sudden, accidental and identifiable nature up to the limit of liability stated in clause 10.1(b).

10.4 The insurance policies referred to in clause 10.1(c) (as applicable) must be endorsed to:

- (a) contain a principal's indemnity extension;
- (b) include a waiver of subrogation in favour of us; and
- (c) include a cross liability extension stating that the policy must operate as if there was a separate policy covering each insured and further include a provision stating that a failure by any insured to comply with the policy terms and conditions will not prejudice the rights and entitlements of any other insured under the policy.

10.5 The marine transit insurance policy referred to in clause 10.1(c) must be extended to cover us as an insured to the extent that we have any insurable interest in the property being transported.

10.6 Not less than 5 business days before commencing the provision of services and thereafter not less than five business days prior to the date set for the annual renewal of each required insurance, you must provide us certificates of currency for any insurances required to be held by you and your sub-contractors under this agreement. All costs incurred by us as a consequence of you not maintaining such insurances will be a debt due from you to us.

10.7 Without limiting any other rights under this agreement, if you fail to comply with clause 10.6, we may effect the required insurances and then seek reimbursement of the premium costs from you.

10.8 General provisions as to insurance to be effected by you:

- (a) you must ensure that every subcontractor engaged by you maintains the same insurances you are required to maintain under this agreement;
- (b) the sole responsibility for ensuring that insurance to be arranged by you and any sub-contractor hereunder is actually effected and at all times remains current, will at all times remain with you. No approval by us as to the adequacy in terms of insurance protection nor sighting by us of certificates of currency or copies of policies will be taken as a representation by us that such insurance is adequate or be raised or pleaded in bar to any action against you for default in performing in any of the requirements under this clause;
- (c) you must at all times be responsible for complying with and abiding by the terms and conditions of the insurances arranged by you and for the payment of all excesses or deductibles under the terms of such insurances;
- (d) you must as soon as reasonably practicable, inform the relevant insurer of any occurrence which may give rise to a claim under any insurance required by this agreement, and must also keep us reasonably informed of subsequent developments concerning the claim. You must also ensure that your sub-contractors, sub-consultants and/or agents similarly inform the relevant insurer and/or us; and
- (e) you must immediately advise us of any change or cancellation of the insurances referred to in clause 10.1.

10.9 The effecting of insurance as required under clause 10.1 will not in any way limit your obligations or responsibilities under this agreement.

**11 Liability and indemnities**

11.1 You enter our site at your own risk.

11.2 You are liable for and must indemnify us and our personnel from and against any liability and any loss or damage of any kind whatsoever arising out of or in connection with any breach of this agreement or negligent act or omission by you or your personnel, except to the extent that such liability or loss or damage directly arises from our own negligent act or omission or breach of this agreement.



- 11.3 Each indemnity in this agreement is a continuing obligation separate and independent from other obligations under this agreement and survives termination or expiry of this agreement.
- 11.4 Neither party is liable to the other party for any loss of use, loss of revenue, loss of profit, loss of product or production, loss of business opportunity or loss of goodwill arising out of or in connection with this agreement.
- 11.5 Part 1F of the *Civil Liability Act 2002* (WA) is excluded from operation with respect to any dispute, claim, action or matter under or in connection with this agreement.

## 12 Confidentiality

- 12.1 The parties and their personnel must not (except to the extent necessary to comply with their obligations under this agreement) disclose to any person any information (including the terms of this agreement) owned by or relating to the other party or its business or its personnel or customers (**confidential information**).
- 12.2 Nothing in this agreement prohibits disclosure of information which is in the public domain otherwise than as a result of a breach of this clause, is received from a third party provided that it was not acquired by that third party as a result of a breach of this agreement or is required to be disclosed by law, the rules of any relevant stock exchange or any governmental body, authority or agency having authority.
- 12.3 If requested by us at any time, you must immediately return to us, or destroy or delete, as we direct, all originals and copies of our confidential information in your custody, power or control, including by deleting all confidential information from any computer or other storage device into which it was programmed, recorded or stored by or on your behalf.
- 12.4 The obligations in this clause 12 survive termination of this agreement.

## 13 Privacy

You warrant on a continuing basis that you will comply with any Privacy Laws in carrying out your obligations under this agreement.

## 14 Intellectual property

The parties will each retain their intellectual property rights existing prior to the date of this agreement. The intellectual property rights resulting from the provision of services under this agreement will vest in us. We have a non-exclusive, royalty free licence to use, modify, adapt or sublicense any intellectual property rights owned by you to the limited extent necessary for us to exercise our rights or perform our obligations under this agreement or to enjoy the benefit of the services provided to us under this agreement. You must do all things reasonably necessary to give full effect to the rights and obligations contained in this clause 17.

## 15 Assignment and subcontracting

- 15.1 Subject to clause 15.2, neither party may assign its rights or obligations under this agreement without the prior written consent of the other party.
- 15.2 We have the right to assign any or all of our obligations or rights under this agreement at any time to any one of our related bodies corporate.
- 15.3 You may not subcontract your obligations under this agreement without our prior written consent. Our consent will be conditional upon the subcontract including provisions that the subcontractor must:
- comply with all relevant terms of this agreement including, without limitation, the confidentiality obligations in clause 12;
  - not assign or subcontract without our written consent; and
  - effect and maintain insurance on the same terms as you are required to in this agreement.

## 16 Business ethics

- 16.1 You will at all times act in our best interests, consistent with the standards of care applicable to the performance of the services and in so doing, must exercise reasonable care and diligence to prevent any actions or conditions which could result in a conflict with our interests.
- 16.2 You represent and warrant to us that you have complied and shall comply with all applicable laws governing, relating to or dealing with illegal payments, gifts, undue hospitality or gratuities or other corrupt business practices. You acknowledge that we and our related bodies corporate desire, and are obliged, to comply with all provisions of any applicable anti-corruption laws. You agree to cooperate with and assist us and our related bodies corporate with respect to such compliance.
- 16.3 You will not, in performing any services, take action of any nature which would contravene any provision of any applicable anti-corruption laws. You represent and warrant to us that in the performance of your obligations under this agreement, you and any of your personnel have not made and will not make, whether on your own behalf, on behalf of us or our related bodies corporate or any of their personnel or on behalf of any other person, any offer of payment of or promise to pay, or gift of or promise to give, any money or anything of value, directly or indirectly, to:
- any officer, official, employee or representative of any government authority or of any department, agency, subdivision or instrumentality thereof; or
  - any political party, party official or candidate for political office; or
  - any person, while knowing or having reason to know that all or a portion of such money or thing of value will be offered, given or promised, directly or indirectly, to any official, to any political party or official thereof, or to any candidate for political office.
- 16.4 You will not pay any commission or fee or grant any rebate or other remuneration, gratuity or undue hospitality to any of our personnel or the personnel of our related bodies corporate.
- 16.5 If you at any time receive any request relating to us or any of our related bodies corporate that you reasonably believe may constitute a violation of any applicable law (including anti-corruption laws), you will promptly notify us and provide us with all relevant particulars respecting such a request.
- 16.6 All payments to you under the purchase order will be solely by cheque or bank transfer made directly to you or your account and no payment will be in cash, by bearer instrument or made to any person other than you.
- 16.7 You acknowledge for the purposes of this clause 16 that none of our personnel or the personnel of our related bodies corporate does or will have authority to give any express or implied direction, whether written or oral, authorising you to make any commitment to any third person on our behalf in violation of any law (including anti-corruption law).
- 16.8 Without limiting any other provision of this agreement, you must not engage in (and must take reasonable steps to ensure that in your operations and supply chains there are not) any activities, practices or conduct that would constitute an offence under anti-slavery and human trafficking laws, including modern slavery laws, and must maintain, keep up to date and enforce your own policies and procedures to ensure your compliance with all modern slavery laws and, if requested by us, provide us with copies of such policies and procedures.
- 16.9 You must immediately notify us in writing of any and all violations of this clause 16 upon becoming aware of those violations.
- 16.10 Should you or your personnel breach or contravene any of the provisions of this clause 19 we may, in addition to taking all remedies at our disposal in such circumstances, terminate this agreement with immediate effect.

**17 Health, Safety and Environment**

- 17.1 You must ensure that each of your personnel accessing the site takes all reasonable measures to protect persons and property, avoids unnecessary disturbance and interference with the passage of people and vehicles, prevents nuisance and unnecessary noise, complies with any health and safety requirements applicable to the site as notified by us to you and acts in a safe and lawful manner while at the site.
- 17.2 You must also ensure that, in relation to the provision of services or personnel to the site:
- (a) none of your personnel does any act or omission that exposes, or has the potential to expose any person to any risk to health or safety or hazards arising from any such act or omission;
  - (b) any appliance, component, equipment, facility, goods, material, machinery, plant or tool used in the provision of the services is safe and without risk to health, safety and welfare;
  - (c) appropriate safety equipment is provided to and used by your personnel;
  - (d) you implement and maintain appropriate system of work and that the working environment is safe and without risks to health, safety and welfare;
  - (e) you provide all information, instruction, training and supervision as may be necessary to ensure that the services are provided without any hazard or risk to health, safety and welfare.
- 17.3 You acknowledge and agree that the following matters are prohibited and are "safety principles" that apply to all services:
- (a) not using any form of load restraint, if applicable;
  - (b) not adhering to exclusion zones during unloading or loading, if applicable;
  - (c) supply, possession or consumption of alcohol or illegal drugs on the site;
  - (d) allowing anyone to work in an environment that is a risk to their safety; and
  - (e) not following any danger tag or isolation procedures or interfering with any safety devices.
- 17.4 You acknowledge that we have entered, or may enter, into agreements with various third parties (including local Aboriginal communities) in respect of archaeological, heritage and native title issues applicable to the site and its surrounds, including as required by archaeological, heritage and native title laws.
- 17.5 You must not liaise (including any form of communication) with any of those parties without our prior written approval.
- 17.6 You must ensure your personnel do not damage or destroy an item on the site or its surrounds which is of an archaeological, heritage or native title nature or disturb any designated area identified in site drawings or otherwise notified to you, without our prior written approval.
- 17.7 If your personnel discover any item on the site or its surrounds which is of an archaeological, heritage or native title nature, you must promptly inform us in writing and seek instructions from us in dealing with such an item.

**18 Your employees and personnel**

- 18.1 You must immediately notify us on becoming aware of any industrial matter that may affect supply of the services, and must meet with us, as soon as practicable after that notification, for the purpose of discussing and agreeing on any necessary or appropriate action to be taken to resolve the industrial matter.

- 18.2 You must at all times during the provision of the services use your best endeavours to prevent any unlawful, riotous or disorderly conduct or behaviour by or amongst your personnel at our site.
- 18.3 You shall pay your employees involved in supply of the services such wage rates and allowances and observe and meet such terms and conditions of employment as are prescribed from time to time by any applicable agreement or laws.
- 18.4 You shall not allow any of your personnel on site without having first received our approval. To enable such approval to be considered and given, you shall not later than 72 hours prior to the desired time of access to the site, submit to us such completed and signed forms and certificates as requested by us. We will, as soon as possible after receipt of the said forms and certificates, notify you whether or not approval is given for that person to work on site. The issue of an approval will be at our absolute discretion.
- 18.5 Random alcohol and drug testing may be carried out on site. You will procure that all of your personnel comply with, at a minimum, all our policies and procedures relating to that testing. The time required to participate in any such testing regime is not recoverable from us.
- 18.6 We reserve the right to direct you to remove from site and/or replace any of your personnel working on site and upon receipt of such request you shall immediately comply therewith. We may exercise this right in our sole discretion and shall not be required to give an explanation for doing so. If we require, you shall immediately replace the person concerned with another person with appropriate skill and experience.
- 18.7 You shall require all personnel entering the site to be identified in an approved manner and shall at all times prevent the entry of unauthorised persons to the site. We may at any time refuse to admit any person to the site.
- 18.8 You shall ensure that your personnel have the required licences and certification for the equipment each individual operates from time to time. Evidence thereof shall be produced to us upon request.
- 18.9 You shall ensure that all of your personnel have health assessments in accordance with all applicable laws.
- 18.10 On arrival at site, your personnel must successfully undergo any approved site induction and pass any induction assessment conducted by us before commencing work. Such inductions are held on days and at times nominated by us. You shall bear all labour and other costs of your personnel attending such inductions.

**19 Other matters**

- 19.1 You agree that our related bodies corporate may, by written notice to you, elect to take the benefit of this agreement as if they were named as parties to it.
- 19.2 In this agreement unless the contrary appears:
- (a) no rule of contract interpretation applies to the disadvantage of one party on the basis that it put forward this agreement or any part of it;
  - (b) if a period of time is specified and dates from a given day or a day of an act or event, it is to be calculated exclusive of that day;
  - (c) the singular includes the plural and vice versa; and
  - (d) the words "including" and "include" are a reference to "including, but not limited to".
- 19.3 This agreement is the entire agreement between the parties about its subject matter and replaces all previous agreements, understandings, representations and warranties about that subject matter. Any terms and conditions contained in or relating to any other documents, including any of your documents, in respect of the services are expressly excluded.

- 19.4 You must ensure that your personnel comply with this agreement as if they were parties to it and you are liable for any acts, omissions and breaches of this agreement by your personnel.
- 19.5 Any of our rights under this agreement can only be waived by us in writing.
- 19.6 This agreement may not be varied except in writing signed by the authorised signatories of both parties. Any variation will only be applicable to the specific purchase order for which the terms and conditions are varied and will not apply to past or future purchase orders nor oblige us to agree to such a variation for any other purchase orders.
- 19.7 We may exercise a right, remedy or power in any way we consider appropriate.
- 19.8 If we do not exercise a right, remedy or power at any time, this does not mean that we cannot exercise it later.
- 19.9 The rights, powers and remedies provided in this agreement are cumulative with and not exclusive of the rights, powers or remedies provided by law independently of this agreement.
- 19.10 Any provision of this agreement which is void or unenforceable is to be read down or severed to the extent it is possible to do so without affecting the validity or enforceability of this agreement.
- 19.11 In the event of any conflict between the purchase order, these general terms and conditions and any special terms and conditions, these general terms and condition will take precedence.
- 19.12 If any dispute arises with regard to any matter in connection with this agreement, the parties must meet to review such dispute and to arrive at an amicable and negotiated solution with regard to it. If the parties are unable to negotiate and agree on an amicable settlement of the dispute, within seven days after such meeting, either party may refer the dispute to arbitration in accordance with and subject to, the Resolution Institute's Arbitration Rules. Unless the parties agree upon an arbitrator, either party may request a nomination from the Chair of the Resolution Institute. Notwithstanding the existence of a dispute, each party must continue to perform this agreement. For disputes in which the quantum is less than \$50,000, arbitration must take place using the submission of documents alone unless both parties agree otherwise.
- 19.13 Nothing in clause 19.12 will prevent a party from seeking urgent injunctive relief or similar interim relief from a court.
- 19.14 All notices under this agreement must be sent to the named party representatives at the respective addresses in the purchase order, or as amended by each party in writing. All such notices so addressed will be deemed duly given:
- (a) upon delivery, if delivered by courier or by hand (against receipt);
  - (b) three days after posting, if sent by certified or registered mail, return receipt requested; or
  - (c) in the case of an email, on the date of its dispatch, unless it is sent after 5pm (WST) in which case it is deemed to have been received at 9am on the next business day, or unless the sender receives an automated message that the email has not been delivered.

## **20 Governing law and jurisdiction**

- 20.1 This agreement is governed by the laws of Western Australia, Australia.
- 20.2 Each party submits to the non-exclusive jurisdiction of the courts of Western Australia.