

GENERAL TERMS & CONDITIONS OF ENGAGEMENT (“TERMS”)

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These Terms apply to services carried out by the Company and should be read in conjunction with the Proposal. Unless agreed in writing by the Company, these Terms will apply to the exclusion of any inconsistent terms and conditions which may appear on any order form or other document issued by the Client. For the avoidance of doubt, any subsequent terms provided by the Client are excluded and any acceptance or counteroffer by the Client of these Terms will be deemed to be an acceptance of these Terms. These Terms will apply to any variations to the scope of the Services which may be agreed (verbally or in writing) by the Parties or ordered (verbally or in writing) by the Client and to any supplementary services which may be agreed (verbally or in writing) by the Parties.

The Client will be deemed to have accepted these Terms when the Client signs the Proposal (where indicated) or when the Company commences the Services at the request (written or otherwise) of the Client.

1 DEFINITIONS

In these Terms:

"Claim" means, in relation to any person, a damage, loss, cost, expense or liability incurred by the person or a claim, demand, action, proceeding or judgement made against the person, however arising, whether in contract, tort (including but not limited to negligence), equity, product liability, under any warranty or indemnity, by operation of statute or otherwise, and whether present or future, fixed or unascertained and actual or contingent;

"Client" means the client to which the Company will provide the Services as set out in the Proposal;

"Company" means Anitech Pty Ltd (ACN 630 259 353) or the related body corporate (within the meaning in section 50 of the *Corporations Act 2001* (Cth)) providing the Services as set out in the Proposal;

"Confidential Information" means any information obtained by one party concerning the other party or its business activities and that:

- 1.1 by its nature is confidential;
- 1.2 is designated by the disclosing party as confidential; or
- 1.3 the recipient knows or ought to know is confidential; and
- 1.4 includes details of the Proposal, including the Fee, but excludes information that:
 - 1.4.1 is publicly available, except as a result of a breach of these Terms; or
 - 1.4.2 was disclosed to the recipient by a third party who was not under a duty of confidentiality in relation to that disclosure;

"Consequential Loss" includes loss of profit, loss of revenue, loss of production, loss of use, loss of any plant or facility, business interruption, loss of business opportunity or business contract (in each case whether direct or indirect) or any indirect, consequential, special, contingent or penal damage or loss;

"End Date" means the date upon which the Services must be completed as specified in the Proposal (if any);

"Fee" means the fee(s) payable by the Client to the Company for the Services as set out in the Proposal;

"Force Majeure Event" includes earthquake, flood, landslide, fire, explosion, war, invasion, act of foreign enemies, hostilities, civil war, rebellion, revolution, insurrection, military or usurped power, martial law or confiscation by order or any government or other authority, change in Law, strikes, lockouts, labour difficulties, rationing or unavailability of essential equipment, labour or supplies and disruption or unavailability of utilities and services which are beyond a party's control.

"GST Act" means *A New Tax System (Goods and Services Tax) Act 1999* (Cth) as amended, superseded or replaced from time to time;

"Insolvency Event" means any of the following:

- 1.5 the threatened or actual appointment of a voluntary administrator, liquidator, provisional liquidator, receiver, receiver and manager, controller, trustee in bankruptcy, administrator or other person of similar office, including any application to a court for such an appointment;
- 1.6 entry into or proposing an arrangement or compromise for the benefit of creditors;
- 1.7 the levy or enforcement of a writ of execution, order or judgment;
- 1.8 becoming unable to pay debts as and when they fall due for payment;
- 1.9 the taking of possession or control of any asset by a person under an encumbrance; or
- 1.10 failing to satisfy or to apply to have set aside a statutory demand, a bankruptcy notice or other similar form of statutory notice within the time specified in the demand or notice;

"Intellectual Property" means all intellectual property rights including, without limitation:

- 1.11 patents, copyright (including future copyright), registered designs, rights in circuit layouts, trademarks, inventions, secret processes, discoveries and improvement and modifications of any kind;
- 1.12 the right to have Confidential Information kept confidential; and
- 1.13 any application or right to apply for registration of any of the rights defined in this clause;

"Law" includes all legislation, statutes, enactments, regulations, standards, by-laws, treaties, ordinances, equity and other such unwritten laws applicable to any act, omission, conduct, matter or thing for any reason;

"Parties" means the Company and the Client;

"Proposal" means the proposal by the Company to the Client which sets out the Services and the Fee;

"Services" means the services to be provided by the Company as set out in the Proposal as varied in accordance with these Terms; and

"Tax Invoice" means the invoice issued by the Company in accordance with these Terms and has the respective meaning ascribed to it in the GST Act.

2 SERVICES

- 2.1 The Company will provide the Services to the Client at the:
 - 2.1.1 times;
 - 2.1.2 location;
 - 2.1.3 frequency;

- 2.1.4 quantity; and
 - 2.1.5 manner,
- as specified in the Proposal or otherwise agreed in writing by the Parties.

2.2 The Company will perform the Services in a competent and professional manner and in accordance with these Terms.

2.3 The Services may be varied as agreed in writing between the Parties.

The Client will ensure that the Company has access to all sites and buildings including systems of work as required by or necessary for the Company to undertake the Services. Notwithstanding any other provision in these Terms, the Company will have no liability to the Client or any third party to the extent that the performance of the Services is not able to be undertaken (in whole or in part) due to access to any relevant sites or buildings being prevented or delayed due to the Client or their respective employees or contractors expressing safety or health concerns associated with such access.

3 FEES, PAYMENTS AND VARIATIONS

3.1 The Client will pay the Company the Fee in consideration of the Company providing the Services.

3.2 The Company may vary the Fee by notice to the Client if:

- 3.2.1 The Company undertakes additional Services at the request (written or verbal) by the Client;
- 3.2.2 The Company undertakes additional work or services which are required as a result of unexpected or undisclosed conditions encountered by the Company whilst providing the Services;
- 3.2.3 The Services are varied by agreement of the Parties in accordance with clause 2.3 of these Terms; and
- 3.2.4 A change of Law or technological advance occurs during the provision of the Services which (in the Company's reasonable opinion) results in increased cost to the Company in the provision of the Services.

3.3 Any variation to the agreed scope of the Services, including but not limited to changes to deliverables, increase or decrease in staff numbers, locations, shift timings, timing, methodology, attendance requirements, access conditions, reporting requirements, testing requirements, consultant attendance, mobilization requirements or project sequencing, constitutes a Variation.

The Company reserves the right to:

- 3.3.1 Assess the operational and commercial impact of the Variation;
- 3.3.2 Issue a variation quotation; and
- 3.3.3 Suspend affected Services pending written approval of the Variation.
- 3.3.4 The Company is not obliged to undertake additional or varied work until the Variation has been approved in writing by the Client.
- 3.3.5 Any additional work performed by the Company arising from a Variation shall be charged at the Company's applicable rates and direct costs plus a variation administration and project management fee equal to twenty percent (20%) of the value of the Variation.
- 3.3.6 Unless otherwise agreed in writing, the following charges shall apply to Variations:
 - 3.3.6.1 Additional testing requirements: \$120.00 plus GST per additional test;
 - 3.3.6.2 Additional travel, accommodation or mobilisation requirements: actual cost incurred by the Company plus a ten percent (10%) administration and coordination fee;
 - 3.3.6.3 Additional consultant attendance, site visits, reporting, project management or other services: charged at the Company's applicable rates at the time the Variation is requested plus twenty percent (20%).
 - 3.3.6.4 The Client acknowledges that Variations may impact project delivery dates, consultant availability, mobilisation requirements and overall project costs.

3.4 Unless otherwise stated in the Proposal, all Proposals issued by the Company are valid for thirty (30) days from the date of issue. Following the expiry of the validity period, the Company reserves the right to amend pricing, scheduling, delivery assumptions, resource allocations and commercial terms prior to acceptance by the Client.

3.5 Where the Client requires delivery, mobilization, testing, reporting or attendance within seven (7) days of the requested commencement date, the Company may apply an urgency loading of twenty percent (20%) of the total Fee.

3.5.1 The urgency loading reflects operational disruption, accelerated delivery requirements, consultant reprioritization and resource allocation impacts associated with expedited Services.

3.6 Where the Services are delayed, disrupted, postponed, rescheduled or otherwise materially impacted due to any act, omission or failure of the Client, the Company reserves the right to recover all reasonable costs incurred as a result.

3.6.1 This includes but is not limited to:

- a) Consultant standby time;
- b) Remobilisation costs;
- c) Travel and accommodation losses;
- d) Equipment allocation impacts;
- e) Administrative costs;
- f) Subcontractor cancellation costs;
- g) Project rescheduling impacts; and
- h) Additional mobilization requirements.

3.6.2 Client-caused delays may also result in revised delivery dates and reprioritization of scheduling by the Company.

3.6.3 Where the Client cancels the Services after acceptance of the Proposal, the following cancellation charges may apply:

- a) Cancellation more than thirty (30) days prior to commencement – no cancellation fee;

- b) Cancellation within thirty (30) days of commencement – twenty percent (20%) of the total Fee;
- c) Cancellation within ten (10) days of commencement – twenty five percent (25%) of the total Fee;
- d) Cancellation after commencement of the Services – the Client shall remain liable for all Services completed by the Company up to the date of cancellation, all costs, expenses, commitments and liabilities incurred by the Company in connection with the Services up to the date of cancellation, including but not limited to labour, travel, accommodation, equipment hire, subcontractor costs, permits, inductions, mobilisation costs and administrative costs, together with a cancellation fee equal to twenty per cent (20%) of the remaining uncompleted value of the Services at the date of cancellation.

3.6.4 The Client acknowledges that the cancellation fees set out in this clause represent a genuine pre-estimate of the Company's losses associated with resource allocation, consultant scheduling, project planning, committed expenditure, opportunity costs, business interruption and disruption to operational delivery. Any amounts payable under this clause shall become immediately due and payable upon cancellation of the Services.

3.7 Payment Terms and Conditions

- 3.7.1 The Client will pay all Tax Invoices without deduction or set off within fourteen (14) days of the date of the relevant Invoice (unless otherwise stated in the Proposal).
- 3.7.2 The Company may require a deposit or other payment in advance (including payment of the full Fee) before commencing the Services and/or at any time during the provision of the Services where the Company reasonably considers there is a credit risk or performance risk. In these cases, The Company is not obliged to commence (or continue) the Services until any required deposit or advance payment has been received.
- 3.7.3 For projects with a total Fee less than \$5,000 excluding GST, or projects with an anticipated duration of two months or less, full payment is required at commencement of the Services.
- 3.7.4 For projects extending beyond two (2) months, the Fee shall be invoiced in equal monthly instalments commencing from the date the Services are first delivered. The payment schedule will be structured so that all Fees are invoiced and payable in full no later than fourteen (14) days prior to the anticipated completion of the Services, unless otherwise stated in the Proposal. Progress payments remain payable in accordance with the agreed payment schedule regardless of whether individual project milestones have been reached, provided the Company remains ready, willing and able to perform the Services.
- 3.7.5 The Company may suspend the Services and/or withhold reports or other deliverables until the relevant deposit, progress payment or Tax Invoice is paid in full, and any resulting delay will extend any End Date.
- 3.7.6 Any disputes with invoices shall be raised within 7 business working days of issue. The Company may suspend the Services and/or withhold reports or other deliverables until the Tax Invoice is paid in full, and any resulting delay will extend any End Date of the project.

3.8 The Company may charge and the Client must pay interest on all amounts not paid by the Client on the payment due date at an interest rate of twelve percent (12%) per annum. Interest will be calculated daily and may be capitalised monthly until full payment has been made by the Client.

3.9 Allowance to the Client of additional time to pay the Fee will not constitute a waiver by the Company of any of these Terms.

3.10 The Client acknowledges and agrees that Fees are based on overall project delivery outcomes, operational scheduling, mobilisation requirements, advisory expertise, consultant allocation, intellectual property, business interruption risk and delivery capability, and are not based solely on billable hours.

3.11 In the event of non-payment of the Fee in accordance with these Terms, the Client will pay all reasonable collection expenses, legal costs and any other expenses incurred by the Company in the event of non-payment.

3.12 The Company may cease the Services immediately without giving notice to the Client if the Client fails to pay any Tax Invoice in accordance with these Terms. The Company may withhold reports, certifications, recommendations, platform access, data, dashboards or other deliverables where any invoice remains unpaid beyond the due date. The Company will not be obliged to recommence the Services until such time as the overdue amount is paid in full to the Company.

3.13 If an invoice remains unpaid for more than sixty (60) days after the due date, the Company may refer the outstanding debt to a debt collection agency, solicitor, or other recovery provider for collection.

3.14 The Client agrees to indemnify and reimburse the Company for all costs, expenses, charges and disbursements incurred by the Company in recovering any overdue amounts, including but not limited to:

- 3.14.1 Debt collection agency fees;
- 3.14.2 Legal fees on a solicitor-client basis;
- 3.14.3 Court filing fees;
- 3.14.4 Enforcement costs;
- 3.14.5 Skip tracing and investigation costs; and
- 3.14.6 Any other reasonable costs associated with recovering the debt.

3.15 Any payments received from the Client may be applied first to debt recovery costs, interest, legal expenses and administrative charges, and then to the outstanding principal debt.

3.16 The Company's rights under this clause are in addition to, and do not limit, any other rights or remedies available to the Company at law or under these Terms.

3.17 If an amount of GST is payable on a supply under these Terms:

- 3.17.1 The recipient of the supply must pay, in addition to the other consideration payable or to be provided for the supply, an amount equal to the GST payable on the supply; and
- 3.17.2 The recipient must pay an additional amount to the supplier at the same time as the other consideration. However, the recipient need not pay the additional amount until the supplier gives the recipient a tax invoice (except where the recipient is required to issue the tax

invoice).

- 3.18 If for any reason (including, without limitation, the occurrence of an adjustment event) the amount of GST payable on a supply varies from the GST amount paid to the supplier, the parties will account to each other for the difference. If the recipient is required to pay an additional amount under this clause, and the reason an additional amount is payable is because of the occurrence of an adjustment event, the recipient needs not pay the additional amount until the supplier gives the recipient an adjustment note (except where the recipient is required to issue the adjustment note).
- 3.19 If an amount paid by the supplier as and for GST under these Terms is overpaid, and Division 142 of the GST Act applies to that amount, then the amount is not recoverable from the supplier unless the supplier can recover that amount from the Commissioner after taking all reasonable steps to do so.
- 3.20 Clause 3.10 and 3.12 do not apply to the extent that the GST on the supply is payable by the recipient under Division 83 or Division 84 of the GST Act.
- 3.21 If any party is entitled to payment of any costs or expenses by way of reimbursement or indemnity, the claim must exclude any amount for which that party (or representative member if the party is a member of a GST group) may obtain an input tax credit.
- 3.22 Unless clearly indicated to the contrary, all amounts referred to in these Terms, other than in clauses 3.9 to 3.13 (inclusive), are GST exclusive.
- 3.23 Unless clearly indicated to the contrary, "GST" and other terms used in this clause (and in other provisions of this Agreement referable to GST) have the meanings given to those terms by the GST Act.
- 3.24 This clause will continue to apply after expiration or termination of these Terms.
- 3.25 The Client may reschedule by providing written notice at least ten (10) business days before the scheduled service date.

4 PRICE REVIEW

- 4.1 Subject to clause 4.3, the Fee is fixed for the first Contract Year.
- 4.2 Subject to clause 4.1, in each Contract Year, the Fee will be increased or decreased by notice in writing to the Client to reflect movements in the average of the "Average Weekly Total Earnings - Australia" as published by the Australian Bureau of Statistics in its publication Catalogue No 6302.0 in Table 1 in respect of the previous Contract Year ("**Annual Price Review Notice**"). The Company will not issue more than one Annual Price Review Notice in respect of each Contract Year. Annual Price Review Notices issued in respect of:
 - 4.2.1 the current Contract Year: will take effect 30 days from the date of issue; and
 - 4.2.2 a future Contract Year: will take effect on the later of 30 days from the date of issue, or the first day of that future Contract Year, ("**Effective Date**").
- 4.3 The Company is entitled, by written notice to the Client, to increase or decrease the Fee where it forms the view (acting reasonably, and having regard to a number of factors, including but not limited to fluctuations in foreign exchange rates, labour costs, duties, tariffs or legislative changes) that the provision of Services to the Client has become commercially unviable to the Company ("**Extraordinary Price Review Notice**").
- 4.4 The Client shall be deemed to have accepted the Company's Extraordinary Price Review Notice unless it provides notice in writing of its non-acceptance within 30 days of the date of the Extraordinary Price Review Notice. All accepted (or deemed accepted) Extraordinary Price Review Notices will take effect 40 days after the date of the Extraordinary Price Review Notice.
- 4.5 In this clause, "**Contract Year**" means each 12-month period commencing on the date on which the Services are first provided by the Company, and each anniversary thereof.

5 INDEMNITY AND LIABILITY

- 5.1 The Company indemnifies the Client against any actual direct loss, cost or expense incurred or suffered by the Client arising from any negligent act or omission of the Company, or an officer, employee, or agent of the Company in the provision of the Services, except to the extent that any such loss, cost or expense is caused or contributed to by the Client or any other person.
- 5.2 The Client is liable for and must indemnify the Company in respect of any Claim which the Company may suffer or incur arising out of:
 - 5.2.1 a breach of these Terms by the Client;
 - 5.2.2 an act or omission of the Client; and
 - 5.2.3 a breach of the Law by the Client,
 except, in each case, to the extent that any such Claim is caused or contributed to by the negligent act or omission of the Company.
- 5.3 Notwithstanding any other provision of these Terms, whether a Claim or liability is based on breach of contract, tort (including negligence), under any warranty or indemnity, under statute, in equity or otherwise, to the maximum extent permitted by law:
 - 5.3.1 neither party will be liable to the other party for or in connection with any Claim for Consequential Loss;
 - 5.3.2 the Company is not liable for any Claim which relates directly or indirectly to:
 - a) the Company following accepted guidelines in accordance with the Law when supplying the Services to the Client;
 - b) a change in Law (which was applicable during the period in which the Company provided the Services) or technological advance if such change in Law or technological advance occurred after the completion of the Services by the Company; or
 - c) the failure of the Client to comply with any applicable Laws or recommendations provided by the Company or any other negligent or wrongful act or omission of the Client;
 - 5.3.3 The Company's liability in respect of defective Services is limited to the re-supply of the defective Services to the Client or refund of the Fee as set out in clause 6.1 below; and
 - 5.3.4 subject to clause 5.3.2, the maximum cumulative liability of the Company to the Client in respect of, in connection with and in relation to any and all Claims arising out of or in connection with these Terms or the Services is an amount equal to one hundred percent (100%) of the Fee payable by the Client to the Company as set out in the Proposal.

6 DEFECTIVE SERVICES

- 6.1 In the event that the Client determines (acting reasonably) that the Services or any part of the Services does not comply with the description of the Services set out in the Proposal or are defective, the Company will re-supply the defective Services at no cost to the Client.
- 6.2 The Client acknowledges and agrees that, once the delivery of the Services has commenced, the Fee is non-refundable. No refund, credit, offset or reimbursement of any part of the Fee shall be payable by the Company for Services commenced, partially completed, completed, cancelled, postponed, suspended or otherwise terminated by the Client.

7 REPORTS AND DELIVERABLES

- 7.1 Where the Services include the provision of a report to the Client by the Company, the Client acknowledges and agrees that:
- 7.1.1 the report has been prepared for the purpose set out in the Proposal and/or report;
 - 7.1.2 unless otherwise specified in the Proposal or the report, the report has been prepared for the sole use of the Client;
 - 7.1.3 the Client may only use the report for the purpose for which it was prepared;
 - 7.1.4 the Client cannot disclose the report or permit the report to be disclosed to any other person without the prior written consent of the Company;
 - 7.1.5 the Client must not permit any other person to use or rely on the report without the prior written consent of the Company; and
 - 7.1.6 the Company is not responsible to the Client or any other person for the sharing of reports outside of the organisation, implementation of any recommendation or preferred course of action identified or referred to in the report or otherwise in the course of providing the Services.
 - 7.1.7 Reports will be uploaded into Lahebo, digital platform for those clients who have subscribed into the platform where applicable.
- 7.2 The Company may issue preliminary findings or reports when undertaking the Services which require verification (either by the Company or by third parties). Where the Company issues preliminary findings or reports to the Client, the Client acknowledges and agrees that:
- 7.2.1 the Client can only rely on the preliminary findings or reports to the extent specified in those findings or reports; and
 - 7.2.2 the decision to undertake further investigative activities as recommended by the Company rests solely with the Client and the Company accepts no responsibility in that regard.

8 RESCHEDULING POLICY

- 8.1 **Client-Initiated Rescheduling:** Clients may request to reschedule a service appointment by providing written notice to the Company at least fourteen (14) business days prior to the scheduled service date. Failure to provide such notice may result in rescheduling fees as outlined below.
- 8.2 **Rescheduling Fees:**
- 8.2.1 Requests made within the required notice period: No additional fee.
 - 8.2.2 Requests made less than ten (10) business days before the scheduled service date: A rescheduling fee equal to twenty percent (20%) of the applicable service fee may apply. Where travel, accommodation or other project-related costs have been incurred by the Company, such costs shall also be recoverable and charged at actual cost plus a ten percent (10%) administration and coordination fee.
 - 8.2.3 **Company-Initiated Rescheduling:** The Company may, from time to time, be required to reschedule service appointments due to unforeseen circumstances beyond its reasonable control, including but not limited to staff illness, operational requirements, equipment failure, travel disruptions, safety concerns or Force Majeure Events. In such circumstances, the Company will provide the Client with as much notice as reasonably practicable and will use reasonable endeavours to reschedule the Services at a mutually convenient time. The Company will not charge any rescheduling fee where the rescheduling is initiated by the Company.
- 8.3 **Method of Rescheduling:** All rescheduling requests must be submitted in writing via email to sales@anitechgroup.com
- 8.4 **Effect on Service Timeline:** Rescheduling a service appointment may impact on the overall project timeline. The Company will communicate any changes to the timeline resulting from rescheduling to the Client promptly.

9 TERMINATION

- 9.1 The Company may terminate these Terms at any time and for any reason by giving 30 days written notice to the Client.
- 9.2 If either party breaches these Terms ("**Defaulting Party**") and the breach can be remedied, the other party ("**Non-Defaulting Party**") may give the Defaulting Party no less than 30 days written notice to remedy that breach. If the breach is not remedied within the period stipulated in the notice, the Non-Defaulting Party may give the Defaulting Party a further written notice immediately terminating these Terms.
- 9.3 Either party may terminate these Terms by written notice to the other party immediately upon any of the following events:
- 9.3.1 If the other party commits a serious breach of these Terms which cannot be remedied;
 - 9.3.2 If the other party ceases to do business as a going concern;
 - 9.3.3 If an Insolvency Event occurs in relation to the other party; or
 - 9.3.4 If the other party commits a serious criminal offence.
- 9.4 If these Terms are terminated pursuant to clauses 9.1, 9.2 or 9.3:
- 9.4.1 The Company will not be liable to the Client for any Claims by the Client relating to the termination of these Terms by the Company, including any payment for losses or expenses incurred by the Client;
 - 9.4.2 The Client will pay the Company all Fees relating to the Services provided by the Company up to the date of termination of these Terms; and
 - 9.4.3 In the event that the Services have not been completed by the Company as at the date of termination of these Terms, the Client acknowledges and agrees that it cannot use or rely upon any interim reports, results or findings issued by the Company prior to the date of termination.

- 9.5 The Client must, at all times, comply with all of Company's applicable policies, procedures, instructions, directions, publications or guidelines (as amended from time to time) and which are available at <https://anitechgroup.com/au/privacy-policy/> in relation to ethical sourcing practices, sustainability, the use of artificial intelligence, ethical conduct, anti-bribery and modern slavery. If the Client is unable to demonstrate a commitment to complying with the Company's policies, the Company reserves the right to immediately terminate these Terms upon written notice.

10 INTELLECTUAL PROPERTY

- 10.1 The Company owns all right, title and interest in Intellectual Property developed, owned or acquired by the Company prior to the commencement of the Services, including any modification or improvement on that Intellectual Property.
- 10.2 The Client owns all right, title and interest in Intellectual Property developed, owned or acquired by the Client prior to the commencement of the Services.
- 10.3 The Client agrees that the Company owns all right, title and interest in Intellectual Property made, written or developed by the Company in the course of and for the purpose of providing the Services in accordance with these Terms.
- 10.4 To enable the Client to enjoy the benefit or end result of the Services, the Company grants to the Client, on full payment of the applicable Fee, a non-exclusive, perpetual, irrevocable, worldwide, royalty free licence (with the right to grant sub-licences) to use, solely for that purpose, such of the Company's Intellectual Property as is strictly necessary to enjoy that benefit or end result.
- 10.5 If necessary to enable the Company to undertake the Services, the Client grants to the Company a non-exclusive, perpetual, irrevocable, worldwide, royalty-free licence to use, solely for that purpose, such of the Client's Intellectual Property as is strictly necessary to undertake the Services.

11 DIGITAL PLATFORMS AND TECHNOLOGY

- 11.1 The Company may provide the Client with access to digital platforms, software, online portals, reporting systems, artificial intelligence tools, automation technologies and other digital services, including but not limited to the Lahebo platform ("Digital Platforms").
- 11.2 The Client is granted a limited, non-exclusive and non-transferable right to access and use the Digital Platforms solely for its internal business purposes and in accordance with these Terms.
- 11.3 The Company may suspend, restrict or terminate access to any Digital Platform where:
- (a) any invoice remains unpaid;
 - (b) the Client breaches these Terms;
 - (c) maintenance, upgrades or security activities are required; or
 - (d) continued access may expose the Company, the platform or other users to risk.
- 11.4 The Company does not warrant that any Digital Platform will be available at all times or operate without interruption, error or delay and will not be liable for any outage, interruption, cyber incident, maintenance activity or event beyond its reasonable control.
- 11.5 The Company may modify, update, enhance or discontinue any Digital Platform or its functionality from time to time without liability to the Client.
- 11.6 All Intellectual Property rights in the Digital Platforms remain the property of the Company or its licensors and nothing in these Terms transfers ownership of any Digital Platform to the Client.

12 LAHEBO PLATFORM SUBSCRIPTION

- 12.1 Where the Services include access to the Company's Lahebo platform, such access is provided subject to the then-current Lahebo Terms and Conditions, which are incorporated into these Terms by reference.
- 12.2 Unless otherwise specified in writing, Lahebo subscriptions are provided on a recurring subscription basis for the agreed subscription period.
- 12.3 Subscription fees are non-refundable, and the Client acknowledges that no refunds, credits or partial refunds will be provided for unused subscription periods, changes in usage, early termination, or the Client's decision to discontinue use of the platform.
- 12.4 The Client may cancel or unsubscribe from a Lahebo subscription at any time by providing written notice to the Company. Cancellation will take effect at the end of the then-current subscription period and the Client will continue to have access to the platform until that date.
- 12.5 Upon expiry or termination of the subscription period, the Client's access to the Lahebo platform may be suspended or terminated in accordance with the Lahebo Terms and Conditions.
- 12.6 The Company reserves the right to amend, update or enhance the Lahebo platform, its functionality, features and services from time to time without liability to the Client.

13 PRIVACY AND CONFIDENTIALITY

- 13.1 Our privacy policy can be found here: <https://anitechgroup.com/au/privacy-policy>
- 13.2 Each party owns all of its Confidential Information.
- 13.3 During these Terms and after termination of these Terms, each party can use or disclose the other party's Confidential Information only:
- 13.3.1 To perform the Services or obtain the benefit of the Services;
 - 13.3.2 To professional advisors on a confidential basis for the purpose of obtaining advice;
 - 13.3.3 If the disclosing party has consented in writing; or

13.3.4 If required by Law.

13.4 Upon the earlier of:

13.4.1 The termination or expiry of these Terms; or

13.4.2 A demand from the disclosing party, the recipient of Confidential Information must:

13.4.3 at the disclosing party's discretion, deliver to the disclosing party or destroy all Confidential Information in the recipient's possession or under its control; and

13.4.4 delete all Confidential Information held electronically in any medium in the recipient's possession or under its control.

14 ARTIFICIAL INTELLIGENCE AND AUTOMATED TECHNOLOGIES

14.1 The Client acknowledges and agrees that the Company may utilise artificial intelligence (AI), machine learning, automation tools and other emerging technologies in the provision of the Services, Digital Platforms and Deliverables.

14.2 The Company will implement reasonable governance, oversight and quality assurance measures in relation to the use of AI and automated technologies; however, the Client acknowledges that such technologies may produce errors, omissions, inaccuracies or unintended outcomes.

14.3 Any outputs generated using AI or automated technologies are provided to assist the delivery of the Services and should be considered in conjunction with professional judgement and independent review where appropriate.

14.4 The Company's use of AI and automated technologies is governed by its AI Policy, as amended from time to time, which is incorporated into these Terms by reference.

14.5 The Client acknowledges and agrees that the Company may use de-identified, aggregated and non-confidential information derived from the Services for the purposes of developing, testing, validating, training and improving its AI systems, automation tools, Digital Platforms, methodologies and business processes, provided that no information capable of identifying the Client or any individual is disclosed.

14.6 To the maximum extent permitted by law, the Company will not be liable for any loss, damage, cost or expense arising solely from the Client's reliance on AI-generated outputs without appropriate review, verification or consideration of the specific circumstances to which those outputs relate.

15 NON-SOLICITATION

15.1 During the Term and for a period of twelve (12) months following the termination or expiration of these Terms, the Client must not, whether directly or indirectly, without the prior written consent of the Company, solicit, recruit, engage, employ, retain, induce, encourage or otherwise attempt to persuade any employee, consultant, contractor, subcontractor or representative of the Company to cease working for, providing services to, or being engaged by the Company.

15.1.1 For the purposes of this clause, indirect engagement includes engagement through a related entity, associated entity, labour hire provider, recruitment agency, subcontractor, intermediary, affiliate, nominee or any other third party acting on behalf of or for the benefit of the Client.

15.1.2 The restrictions contained in this clause apply regardless of whether the initial approach is made by the Client, the employee, consultant, contractor, subcontractor or representative, and regardless of whether the engagement is on an employment, contractor, subcontractor, consultancy, casual, temporary, labour hire or any other basis.

15.2 During the Term and for a period of twelve (12) months following the termination or expiration of these Terms, the Company will not, without the consent of the Client, solicit, induce or otherwise attempt to persuade any employee, consultant or contractor of the Client to cease working for the Client and/or work for the Company.

15.3 If the Client breaches clause 12.1 and any employee, consultant or contractor of the Company accepts employment, engagement or performs services for the Client (either directly or indirectly) during the restricted period, the Client agrees to pay the Company, as liquidated damages and not as a penalty:

a) an amount equal to two (2) times the annual remuneration, salary, contractor fees or total employment package applicable to the relevant employee, consultant or contractor at the time of cessation of their engagement with the Company;

b) all recruitment, advertising, onboarding, training and replacement costs incurred by the Company in replacing the relevant employee, consultant or contractor; and

c) an administration and project management fee equal to ten percent (10%) of the costs referred to in paragraph (b).

15.4 The Client acknowledges and agrees that the amounts payable under this clause represent a genuine pre-estimate of the losses likely to be suffered by the Company, including recruitment costs, training costs, loss of intellectual capital, loss of productivity, disruption to client delivery, management time and business interruption, and are not intended to operate as a penalty.

16 DISPUTE RESOLUTION

16.1 Any dispute or agreement in relation to or in connection with these Terms or the Services in any matter ("**Dispute**") is to be resolved in accordance with the procedure provided in clause 13.

16.2 In the event of a Dispute, the party seeking to have it resolved must issue to the other Parties a notice setting out all details relevant to the Dispute ("**Dispute Notice**").

16.3 Within fourteen (14) days of receipt of a Dispute Notice, the senior management of the Parties to the Dispute respectively must meet in Melbourne, Victoria (or such other place agreed by the Parties) to negotiate resolution of the Dispute unless the Parties agree to hold such discussions by teleconference or via other electronic means. The Parties agree that those negotiations must be conducted in good faith.

16.4 In the event that the Dispute is not resolved in accordance with clause 13.3, either party will be entitled to take the matter to litigation in the courts of Victoria.

16.5 Nothing contained in clause 13 will prevent a party from seeking urgent interlocutory relief.

17 INSURANCE

- 17.1 The Client must at all relevant times effect and maintain, at its own cost, with reputable insurers and on terms consistent with prudent risk management:
- 17.1.1 a public and products liability insurance policy that covers all Claims made in consequence of or in respect of bodily injury, death or damage to property and that provides coverage for an amount of not less than \$20 million for each and every Claim;
 - 17.1.2 workers' compensation insurance in the name of the Client covering all liabilities, whether arising under statute, common law or civil law, in relation to the death of, or injury to, employees or any person deemed to be an employee of the Client;
 - 17.1.3 insurance that provides cover against loss or damage resulting from any loss of, damage to, theft of, or destruction by any cause of any property of the Client's for which the Company is responsible; and
 - 17.1.4 a motor vehicle policy in respect of liability to third parties for personal injury, death, disease or illness or liability to third parties for loss of or damage to property.

18 FORCE MAJEURE

- 18.1 A party will not be liable for its inability to perform its obligations under these Terms as a result of a Force Majeure Event. If a Force Majeure Event occurs, the party suffering it will notify the other party of the occurrence and expected duration of that event. The party suffering the Force Majeure Event must use all reasonable endeavours to prevent the force majeure occurrence.
- 18.2 If a Force Majeure Event renders performance of these Terms impossible for a continuous period of at least thirty (30) days, either party may, by notice to the other, terminate these Terms.

19 ANTI-BRIBERY

Each Party Will:

- 19.1 At all times comply with all applicable Laws and codes relating to anti-bribery and improper payments including but not limited to the *Criminal Code Act 1995* (Cth) (Australia), ("**Relevant Requirements**");
- 19.2 Have and maintain in place throughout the term of this engagement its own policies and procedures, including adequate procedures under the Relevant Requirements ("**Policies and Procedures**"), to ensure compliance with the Relevant Requirements, and will enforce them where appropriate; and
- 19.3 Endeavour to procure the observance and performance of the Relevant Requirements by all persons performing services or providing goods in connection with this engagement on behalf of it or under its supervision or control in accordance with its Policies and Procedures.

20 SUBCONTRACTING

- 20.1 The Company may subcontract the Services, provided always that any subcontractor appointed by the Company is appropriately trained, experienced and qualified to perform the services. Despite the appointment of any sub-contractor by the Company, the Company remains liable to perform its obligations under the Agreement.
- 20.2 The Company is responsible for the conduct of all sub-contractors appointed by the Company that perform Services under the Agreement, whether or not the conduct is within the authority conferred on the particular sub-contractor.

21 GENERAL

- 21.1 **Severability**
Every provision of these Terms will be deemed severable as far as possible from the other provisions of these Terms. If any provision is found to be void, illegal or unenforceable for any reason, it will be deemed to be severed and omitted from these Terms. These Terms, with the offending provision severed and omitted and with any consequential amendment, if necessary, will otherwise remain in full force.
- 21.2 **Entire Agreement**
 - 21.2.1 These Terms and the Proposal contain the entire agreement between the Parties in respect of the subject matter of these Terms and the Proposal.
 - 21.2.2 These Terms supersede any prior agreement or understanding (if any) between the Parties in relation to the subject matter of these Terms or the Proposal.
- 21.3 **Amendments**
Any amendment to these Terms must be made in writing executed by the Parties.
- 21.4 **Assignment**
The Company may assign its interest under these Terms at any time.
The Client can only assign its interest under these Terms with the prior written consent of the Company, which must not be unreasonably withheld.
- 21.5 **Relationship of Parties**
The Parties are independent contractors. The Parties are not principal and agent, partners, trustee and beneficiary or employer and employee.
- 21.6 **Governing Law**
These Terms will be construed according to the laws of Victoria, Australia and the Parties submit themselves to the non-exclusive jurisdiction of the courts of Victoria, Australia and any competent appellate courts.
- 21.7 **Reliance on Information Provided By Others**
The Client acknowledges and agrees that the investigations will rely on information provided to the Company by the Client or other third parties. The Company makes no representation or warranty regarding the completeness or accuracy of any descriptions or conclusions based on information supplied to it by the Client, its employees or other third parties during provision of the Services. The Client releases and indemnifies the Company from and against all Claims arising from errors, omissions or inaccuracies in documents or other information provided to the Company by the Client, its employees or other third parties.

21.8 Limitation of Reports

All reports are prepared for the Client in general accordance with industry recognised standards and procedures recognised at the time of the work. Each report presents the results of the assessment based on the quoted Scope of Services (unless otherwise agreed in writing) for the specific purposes of the commission. No warranties expressed or implied are offered or provided to any third parties and no liability will be accepted for use of any report by any third parties. Information provided by third parties was assumed to be correct and complete. The Company does not assume any liability for misrepresentation of information by any party or for matters not visible, accessible or present on the subject property during any site works conducted during the time of the work. Each report should be read in full. No responsibility is accepted for use of any part of a report in any other context or for any other purpose or by third parties. Opinions and judgments expressed in any report are based on the Company's understanding of current regulatory standards and should not be construed as legal opinions.

21.9 Waiver

The Client releases and indemnifies the Company in respect of any Claims arising from:

- 21.9.1 Alleged damage to building surfaces caused by the Services;
- 21.9.2 Additional costs for specialised access requirements or isolations required for the investigation; and
- 21.9.3 Hazardous building materials in areas not accessed or accessible by the Company.

22 HAZARDOUS MATERIALS

The Client must provide or cause to be provided to the Company any previous reports or information which may provide information on hazardous materials or suspected hazardous materials on site. Where this information is known to exist, the Client will advise the Company prior to commencement of the Services by the Company. Where no information is provided, the Company will assume that the Client is not aware of or in possession of any information relating to existing or historic hazardous materials on site. The Client represents and warrants that the Client has informed the Company of any hazardous material which it knows or has reason to believe exists on the site.

23 WORK HEALTH AND SAFETY & INDUCTION

The Client must provide a safe place of work for all work to be conducted on site by the Company.

- 23.1.1 The Company will comply with all relevant WHS policies and procedures of the Client whilst on site.
- 23.1.2 If the site is deemed unsafe, the Company reserves the right to refuse the work.
- 23.1.3 The costs of any inductions required by the Company either in person or online are to be at a rate of \$220 per hour excluding gst.