

## HITACHI ENERGY GENERAL TERMS AND CONDITIONS FOR PURCHASE OF ENGINEERING SERVICES (2022-7 AUSTRALIA)

FOR: Hitachi Energy Contractors' purchase of engineering services

### 1. DEFINITIONS AND INTERPRETATION

1.1 In this document, the following terms shall have the following meaning:

**Affiliate:** any entity, whether incorporated or not, which presently or in the future, directly or indirectly owns, is owned by, or is under common ownership with a Party, by virtue of a controlling interest of 50 % or more of the voting rights or the capital;

**Anti-Slavery Policy:** those parts of Hitachi Energy's Supplier Code of Conduct and other Hitachi Energy Contractor policies or guidelines which relate to slavery and/or human trafficking, as amended by Hitachi Energy Contractor from time to time and provided to Subcontractor or made available online at [www.hitachienergy.com/integrity](http://www.hitachienergy.com/integrity);

**Client:** the person, firm or company who has employed or will employ Hitachi Energy Contractor for the execution of the Project;

**Effective Date:** the day when the Subcontract comes into full force and effect as stated in the Subcontract;

**Environmental Performance Requirements:** those characteristics of the purchased item that need to be present to ensure environmentally safe functioning in the intended application. They include meeting any mandatory external standards (such as Australian Standards and/or regulatory requirements e. g. energy efficiency) and any other standards specified in the Order;

**Goods and Services Tax or GST:** any tax, levy, charge or impost implemented under the A New Tax System (Goods and Services Tax) Act (the "GST Act") or any Act of the Parliament of the Commonwealth of Australia substantially in the form of, or which has a similar effect to, the GST Act;

**GTC:** the present Hitachi Energy General Terms and Conditions for Purchase of Engineering Services (2022-7 Australia);

**Hitachi Energy Contractor:** the purchasing Hitachi Energy entity being party to the Subcontract;

**Hitachi Energy Contractor Data:** any data or information acquired by Subcontractor in preparation of or during the fulfillment of the Subcontract, irrespective of whether such data or information relates to Hitachi Energy Contractor, its Affiliates or their respective customers or suppliers, including but not limited to all technical or commercial know-how, drawings, specifications, inventions, processes or initiatives which are of a confidential nature as well as data or information belonging to Hitachi Energy Contractor or its Affiliates (i) relating to an identified or identifiable individual or legal entity or any other entity which is subject to applicable data protection or privacy laws and regulations, and/or (ii) being qualified as "personal data", "personal information", or "personally identifiable information" within the meaning of the applicable laws;

**Intellectual Property (Rights):** all proprietary rights in results created intellectually (by thought) and protected by law, including but not limited to patents, patent applications and related divisionals and continuations, utility models, industrial designs, trade names, trademarks, copyrights (regarding software source codes, Subcontractor Documentation, data, reports, tapes and other copyrightable material) and respective applications, renewals, extensions, restorations, or proprietary rights in results created intellectually (by thought) which are protected by confidentiality, including but not limited to know-how and trade secrets;

**Main Contract:** the contract entered into between Client and Hitachi Energy Contractor in respect of the Project;

**Order:** Hitachi Energy Contractor's purchase order (PO) issued to Subcontractor requesting the provision of Services as

specified in the Order, which is subject to the GTC and the Special Terms and Conditions, as the case may be. An Order can be placed either (i) as an electronic Order, or (ii) as a written Order; in both cases the Order shall contain a reference to the GTC;

**Party:** either Hitachi Energy Contractor or Subcontractor, collectively referred to as "Parties";

**Professional Services:** includes but is not limited to the provision of the following categories of services: (i) design, including advice in respect of design; (ii) drawings and technical documentation; (iii) technical specifications; (iv) technical calculations; (v) technical advice; (vi) feasibility studies; (vii) programming and time flow management; (viii) land surveying and engineering surveying; (ix) project and construction management; (x) quantity surveying; and (xi) training in respect of any of the foregoing categories;

**Project:** the project to be executed by Hitachi Energy Contractor under the Main Contract;

**Safety Performance Requirements:** those characteristics of the purchased item that need to be present to ensure safe functioning in the intended application. They include meeting any of our mandatory standards or external standard (such as Australian Standards and/or regulatory requirements). They also include those detailed specifications applicable to manufactured items that are necessary to guarantee the continued safe operation of the process in which they are used; "**Schedule**": the timetable (or program) for performance of the Subcontract including the time for completion of the Services as specified in the Subcontract;

**Services:** the engineering services to be provided, including any equipment and Work Products to be delivered, by Subcontractor and all other undertakings, obligations and responsibilities of Subcontractor specified in the Subcontract;

**Site:** the location where Subcontractor shall provide the Services;

**Subcontract:** a written contract, comprising of:

- Subcontract Execution Document,
- Special Terms and Conditions,
- GTC,
- Annexes,

and/or the Order, which is accepted by Subcontractor (either expressly by written statement or impliedly by fulfilling the Subcontract in whole or in part);

**Subcontractor:** the party of the Subcontract responsible for providing the Services;

**Subcontract Price:** the price to be paid by Hitachi Energy Contractor to Subcontractor as specified in the Subcontract;

**Variation Order:** a change to the Subcontract such as to alter the Schedule, or to amend, to omit, to add to, or otherwise to change the Services or any parts thereof;

**Work Product:** means all materials, documents, software or other items which are the result of the Services provided by Subcontractor in any form or media, including without limitation to data, diagrams, reports, specifications (including drafts).

1.2 Unless otherwise specified in the present GTC or the Subcontract:

1.2.1 References to Clauses are to Clauses of the GTC;

1.2.2 Headings to Clauses are for convenience only and do not affect the interpretation of the GTC;

1.2.3 The use of the singular includes the plural and vice versa.

1.3 Capitalized terms used in the GTC and the Subcontract shall have the meaning and shall be interpreted in the way described under Clause 1.1 above or as otherwise expressly defined in the GTC, or the Subcontract.

## 2. APPLICATION OF TERMS

2.1 The Subcontract, including the GTC, shall be the exclusive terms and conditions upon which Hitachi Energy Contractor is willing to deal with Subcontractor, and the terms of the Subcontract, including the GTC, shall govern the contractual relationship between Hitachi Energy Contractor and Subcontractor.

2.2 No terms or conditions endorsed upon, delivered with or contained in Subcontractor's quotations, acknowledgements or acceptances, specifications or similar documents will form part of the Subcontract, and Subcontractor waives any right which it otherwise might have to rely on such other terms or conditions.

2.3 Any amendment to the Subcontract or deviations from the provisions of the Subcontract shall have no effect unless expressly agreed in writing by the Parties.

## 3. SUBCONTRACTOR'S RESPONSIBILITIES

3.1 Subcontractor shall provide the Services (including Work Products):

3.1.1 in accordance with the applicable laws and regulations;

3.1.2 in accordance with the quality standards stated under Clause 11.1 and further specified in the Subcontract;

3.1.3 free from defects and from any rights of third parties;

3.1.4 on the dates specified in the Schedule;

3.1.5 in the quantity specified in the Subcontract; and

3.1.6 in accordance with Hitachi Energy Contractor's instructions which may be issued from time to time; and

3.1.7 by skilled, experienced and competent engineers, foremen and labour, hired in numbers necessary for the proper and timely provision of the Services.

3.2 Subcontractor shall not substitute or modify any of the Services without Hitachi Energy Contractor's prior written approval.

3.3 Subcontractor shall access the Site only with Hitachi Energy Contractor's prior written approval. Hitachi Energy Contractor shall grant Subcontractor access to the respective portions of the Site (as may be required in accordance with the Schedule) to enable Subcontractor to perform its obligations under the Subcontract.

3.4 Subcontractor shall co-operate with Hitachi Energy Contractor's request in scheduling and providing the Services to avoid conflict or interference with work provided by other contractors and third parties at Site.

3.5 Subcontractor shall in a timely manner obtain and pay for all permits, licenses, visas and approvals necessary to allow its personnel to execute the Services in accordance with the Schedule. Personnel shall comply with particular country specific travel safety instructions and/or restrictions as provided by Hitachi Energy Contractor. Subcontractor shall employ and provide sufficient number of competent and experienced personnel for the execution of the Services. Upon Hitachi Energy Contractor's request Subcontractor shall remove forthwith from the Site any person who, in the opinion of Hitachi Energy Contractor, misconducts or is incompetent or negligent. Any person so removed shall be replaced within fifteen (15) calendar days by a competent substitute. All costs relating to such removal shall be borne by Subcontractor. Subcontractor shall employ only persons free from contagious diseases. Subcontractor shall, if requested by Hitachi Energy Contractor, perform medical examination of his employees and provide Hitachi Energy Contractor with the results of such examination, unless such provision would violate applicable laws.

3.6 Subcontractor shall satisfy itself as to the specifics of the Site, and all aspects thereof insofar as they affect the execution

of the Services. Subcontractor shall also satisfy itself as to the means of access to the Site, the accommodation which may be required, the extent and nature of work and materials necessary for execution and completion of the Services, and whether Subcontractor has reasonably considered all such aspects in the Subcontract Price.

3.7 Subcontractor shall be responsible for any activities performed by its employees in relation to the Subcontract, and in particular the following shall apply:

3.7.1 To the fullest extent permitted at law, Subcontractor assumes full and exclusive responsibility for any accident or occupational disease occurred to its employees in relation to the performance of the Subcontract.

3.7.2 It is expressly agreed that the Subcontract does not imply any employment relationship between Hitachi Energy Contractor and Subcontractor, or between Hitachi Energy Contractor and Subcontractor's employees assigned to the execution of the Subcontract. Hitachi Energy Contractor shall remain free of any direct or indirect responsibility or liability for labour, social security or taxes with respect to Subcontractor and its employees assigned to the performance of the Subcontract.

3.7.3 Subcontractor shall hire or subcontract in its own name all employees required to perform effectively the Subcontract, who shall under no circumstances act as Hitachi Energy Contractor's employees.

3.7.4 Subcontractor shall be solely and exclusively responsible for any claims and/or lawsuits filed by its employees and – unless caused by Hitachi Energy Contractor's gross negligence or willful wrongful act – hold Hitachi Energy Contractor entirely safe and harmless from such claims and/or lawsuits. Subcontractor undertakes to voluntarily appear in court, recognizing its status as sole and exclusive employer, and to provide Hitachi Energy Contractor with any and all requested documentation necessary to ensure proper legal defence of Hitachi Energy Contractor in court.

3.7.5 Hitachi Energy Contractor is authorized to make any payments due to Subcontractor's employees performing the Subcontract, in order to avoid lawsuits. Such payments may be made through withholding Subcontractor's credits, through offsetting or in any other way. Subcontractor shall provide any support requested by Hitachi Energy Contractor with regard to such payments and indemnify Hitachi Energy Contractor for any payments made.

## 4. HEALTH, SAFETY AND ENVIRONMENT (HSE)

4.1 Subcontractor shall comply and ensure compliance by any of its employees and subcontractors with all applicable laws relating to HSE throughout the performance of the Subcontract.

4.2 Subcontractor shall comply with (i) Hitachi Energy Contractor's HSE instructions for the Site and Hitachi Energy' Code of Practice for Safe Working (as referred to in the Special Terms and Conditions), (ii) Client's instructions concerning HSE at Site and (iii) applicable industry standards and good engineering practice.

4.3 Subcontractor shall ensure that all its personnel, and its subcontractors' personnel, working on Site shall have received relevant training and induction before being allowed to work on Site. Subcontractor shall immediately remove from Site any person who, in Hitachi Energy Contractor's opinion, fails to comply with the provisions of the relevant legislation, regulations and rules as appropriate or such other HSE legislation, which from time to time may be in force.

4.4 Subcontractor shall be solely responsible for the health and safety of all its employees and subcontractors at Site and shall immediately advise Hitachi Energy Contractor and the relevant authority, if so required, of the occurrence of any accident, incident or near-miss on or about the Site or otherwise in connection with the provision of the Services. Within twenty-four (24) hours after the occurrence of any such accident, incident or near-miss, Subcontractor shall furnish Hitachi Energy Contractor with a written report, which shall be followed within fourteen (14)

calendar days by a final report. Subcontractor shall also provide such a report to the appropriate authority when required. This procedure shall not relieve Subcontractor from the full responsibility to protect persons and property, and from its liability for damages.

## 5. VARIATION ORDERS

Hitachi Energy Contractor may issue, in the standard form provided in the Annexes, Variation Orders to Subcontractor to alter the Schedule, to amend, omit, add to, or otherwise change the Services or any parts thereof. Subcontractor shall carry out such Variation Orders only upon receipt of written Variation Order and continue to be bound by the provisions of the Subcontract. The value of each Variation Order shall then be added to or deducted from the Subcontract Price, as appropriate; agreed unit prices shall continue to apply. The Variation Order shall, as the case may be, express the amount of time by virtue of which the Schedule shall be shortened or extended. Subcontractor's proposal and Subcontractor shall comply strictly with the notice provisions of this Clause 5. Subcontractor shall not postpone or delay the performance of a Variation Order on the grounds of dispute, or that it is subject to acceptance by Subcontractor, or agreeing to the value amount, and/or time extension to Schedule.

## 6. PROVISION OF THE SERVICES

6.1 Subcontractor shall provide the Services and meet the Schedule both as specified in the Subcontract. Partial performance is not accepted unless confirmed or requested by Hitachi Energy Contractor in writing.

6.2 Subcontractor shall submit for Hitachi Energy Contractor's approval a detailed execution plan (including agreed milestones and activities with duration and planned resources as specified in the Subcontract) for the performance of the Subcontract and shall assist Hitachi Energy Contractor with regard to the scheduling and planning process, and cooperate with Hitachi Energy Contractor in all respects of the Subcontract scheduling and planning.

6.3 Unless requested otherwise, Subcontractor shall at least weekly in the form requested by Hitachi Energy Contractor, report the status of the provision of the Services. Subcontractor shall anticipate that the Services may be interfered with or incidentally delayed from time to time due to concurrent performance of work by others. The report shall be provided to Hitachi Energy Contractor within five (5) calendar days from the end of the month covered by the report. If the provision of the Services or any part thereof is behind the Schedule, Subcontractor shall submit in writing a recovery plan specifying its activities for reaching compliance with the Schedule. Upon Hitachi Energy Contractor's request, Subcontractor shall provide Hitachi Energy Contractor at any time with all information regarding the provision of the Services. Hitachi Energy Contractor shall have the right to withhold payments under the Subcontract if Subcontractor fails to submit any of the reports.

6.4 Subcontractor must indicate latest at the time of acceptance of the Subcontract the customs tariff numbers of the country of consignment and the countries of origin for all Services. For controlled Services, the relevant national export control numbers must be indicated and, if the Services are subject to U.S. export regulations, the U.S. Export Control Classification Numbers (ECCN) or classification numbers of the International Traffic In Arms Regulations (ITAR) must be specified. Proofs of preferential origin as well as conformity declarations and marks of the country of consignment or destination are to be submitted without being requested; certificates of origin upon request.

## 7. TIME FOR PROVIDING THE SERVICES, DELAY

7.1 If Subcontractor does not comply with the Schedule, Hitachi Energy Contractor reserves the right to instruct Subcontractor in writing to expedite its performance under the Subcontract. Subcontractor shall take such measures (in accordance with

Hitachi Energy Contractor's instructions) as required for acceleration of progress so as to complete the provision of the Services, or the relevant part thereof, on time. Subcontractor shall not be entitled to any additional payment for taking such steps to accelerate the work to meet the Schedule. Subcontractor shall notify Hitachi Energy Contractor in writing within twenty-four (24) hours of the occurrence and cause of any delay and also to make every effort to minimise or mitigate the costs or the consequences of such delay.

7.2 If Subcontractor fails to provide the Services in accordance with the Schedule, Subcontractor shall pay liquidated damages to Hitachi Energy Contractor for this default. The liquidated damages shall be payable at a rate specified in the Subcontract. Subcontractor shall pay the liquidated damages upon written demand or upon receipt of an invoice from Hitachi Energy

Contractor. The amount of liquidated damages may be deducted by Hitachi Energy Contractor from any payments due or which may become due to Subcontractor, or from Subcontractor's financial guarantees, without prejudice to any other recovery method. The payment of such liquidated damages shall not relieve Subcontractor from any of its obligations and liabilities under the Subcontract.

7.3 If the delay in providing the Services is such that Hitachi Energy Contractor is entitled to maximum liquidated damages and if the Services are still not provided, Hitachi Energy Contractor may in writing demand provision of the Services within a final reasonable period which shall not be less than one week.

7.4 If Subcontractor does not provide the Services within such final period and this is not due to any circumstance for which Hitachi Energy Contractor is responsible, then Hitachi Energy Contractor reserves the right to:

7.4.1 terminate the Subcontract pursuant to Clause 16 (Termination);

7.4.2 refuse any subsequent provision of the Services which Subcontractor attempts to make;

7.4.3 recover from Subcontractor any costs or expenditure incurred by Hitachi Energy Contractor in obtaining the services in substitution from another Subcontractor;

7.4.4 claim in addition to liquidated damages under Clause 7 for any additional costs, losses or damages incurred whatsoever by Hitachi Energy Contractor which are reasonably attributable to Subcontractor's failure to comply with the Subcontract.

7.5 Hitachi Energy Contractor shall also have the right to terminate the Subcontract by notice in writing to Subcontractor, if it is clear from the circumstances that there will occur a delay in providing the Services which under Clause 7 would entitle Hitachi Energy Contractor to maximum liquidated damages.

## 8. MONITORING AND ACCEPTANCE OF THE SERVICES

8.1 Subcontractor shall allow Hitachi Energy Contractor and/or its authorised representatives to monitor the provision of the Services at any time.

8.2 Notwithstanding any monitoring, Subcontractor shall remain fully responsible for the Services' compliance with the Order. This applies whether or not Hitachi Energy Contractor has exercised its right of monitoring and shall not limit Subcontractor's obligations under the Order. For the avoidance of doubt, monitoring of Services by Hitachi Energy Contractor Customer and/or its authorised representatives shall in no event exempt Subcontractor from or limit Subcontractor's warranties or liability in any way.

8.3 Hitachi Energy Contractor shall not be deemed to have accepted any Services until it has had a reasonable time to review them following completion or, in the case of a defective performance, until a reasonable time after such defective performance has become apparent. Such reasonable time period shall be determined by the specifics of the Services, the

defective performance and the circumstances of the provision of the Services.

## 9. SUSPENSION OF THE SUBCONTRACT

9.1 Hitachi Energy Contractor shall have the right to suspend performance of the Subcontract at any time for convenience for a period of ninety (90) calendar days in the aggregate without any compensation to Subcontractor. In case the suspension extends beyond ninety (90) calendar days, Subcontractor shall be compensated by Hitachi Energy Contractor for the direct and reasonable incurred costs of such suspension, such as cost of protection, storage and insurance. The agreed time for performance of the Subcontract or the concerned part thereof shall be extended by the time period of the suspension.

9.2 If the suspension of the Subcontract is caused or requested by Client, Subcontractor shall be entitled only to a compensation as specified in the Subcontract and to the extent paid by Client.

9.3 Subcontractor shall suspend the performance of the Subcontract or any part thereof, including postponing the provision of the Services, for such times and in such manner as Hitachi Energy Contractor considers necessary (i) for proper HSE or execution of the Subcontract, or (ii) due to any default by Subcontractor, in which case Subcontractor shall bear all costs and be liable for the delay arising from such suspension.

9.4 Subcontractor shall have no right to suspend performance of the Subcontract.

## 10. QUALIFYING CAUSE OF DELAY

10.1 Neither Party shall be liable for any delay in performing or for failure to perform its obligations under the Subcontract if the delay or failure results from an event that is a qualifying cause of delay (if any) for which relief from performance is given under the Main Contract, and for which relief has been given and an extension of time under the Main Contract.

10.2 If there are any qualifying causes of delay that apply to the Subcontract they are identified in the Special Terms and Conditions together with details of the notice periods and requirements that must be met to enable the Hitachi Energy Contractor to comply with the requirements of the Main Contract.

10.3 The delayed Party will provide continuous updates on status and efforts to resolve the delay, and will ultimately be entitled to an extension of time only, and no monetary compensation for the delay. Each Party shall use its reasonable endeavours to minimise the effects of any qualifying cause of delay.

10.4 If a qualifying cause of delay occurs for a period that would enable the Client to terminate the Main Contract and the Client exercises that right, the Subcontract shall also be terminated as a result, without liability for that termination per se but any antecedent rights of either Party survive such termination.

## 11. WARRANTY

11.1 Subcontractor warrants that the Services (including Work Products):

11.1.1 comply with the Subcontract, including but not limited to any specification as stipulated in the Subcontract, and according to the highest standards and in the manner and method recognized by good engineering practices;

11.1.2 are fit for the particular purpose of the Project, whether expressly or impliedly made known to Subcontractor in the Subcontract;

11.1.3 are free from defects;

11.1.4 comply with Clauses 3.1.1 and 17 (Compliance, Integrity); and

11.1.5 will meet the Safety Performance Requirements and Environmental Performance Requirements of the intended purpose.

11.2 The warranty period shall be thirty-six (36) months from acceptance of the Services.

11.3 In the event of a breach of warranty, the entire warranty period of Clause 11.2 shall be restarted upon Client's and/or Hitachi Energy Contractor's written confirmation the Services are no longer defective.

11.4 In case of non-compliance with the warranty provided under this Clause 11, Hitachi Energy Contractor shall be entitled to enforce one or more of the following remedies at Subcontractor's own expense and risk:

11.4.1 to give Subcontractor the opportunity to carry out any additional work necessary to ensure that the terms and conditions of the Subcontract are fulfilled within twenty (20) calendar days from Hitachi Energy Contractor's notice;

11.4.2 to carry out (or to instruct a third party to carry out) any additional work necessary to make the Services comply with the Subcontract;

11.4.3 to obtain from Subcontractor prompt replacement of the noncompliant Services by other Services conforming with the Subcontract; 11.4.4 to refuse to accept any further provision of the Services, but without exemption from Subcontractor's liability for the defective Services;

11.4.4 to claim such costs and damages as may have been sustained by Hitachi Energy Contractor as a result of Subcontractor's breach or failure; 11.4.6 to terminate the Subcontract in accordance with Clause 16.1.

11.5 The rights and remedies available to Hitachi Energy Contractor and contained in the Subcontract are cumulative and are not exclusive of any rights or remedies available under warranty, at law or in equity.

## 12. PRICES, PAYMENT TERMS, INVOICING

12.1 The Subcontract Price shall be deemed to cover the fulfilment by Subcontractor of all its obligations under the Subcontract and include the costs of the Services specified and the costs for everything, including but not limited to supervision, fees, taxes, duties, transportation, profit, overhead, licences, permits, and travel, whether indicated or described or not, which is necessary for the provision of the Services.

12.2 The prices stipulated in the Subcontract are fixed unless otherwise provided in a Variation Order, are in Australian currency and are inclusive of all taxes except GST.

12.3 The payment terms and the applicable procedures shall be specified in the Subcontract.

12.4 Subcontractor shall submit invoices complying with Subcontractor's and Hitachi Energy Contractor's applicable local mandatory law, generally accepted accounting principles and Hitachi Energy Contractor requirements set forth in the Subcontract, which shall contain the following minimum information: Subcontractor name, address and reference person including contact details (telephone, e-mail etc.); invoice date; invoice number; Order number (same as stated in the Order); Subcontractor number (same as stated in the Order); address of Hitachi Energy Contractor; quantity; specification of Services supplied; price (total amount invoiced); currency; tax or GST amount; tax or GST number; Authorized Economic Operator and/or Approved Exporter Authorization number and/or other customs identification number, if applicable.

12.5 Invoices shall be accompanied by interim release of liens or privileges and shall be issued to Hitachi Energy Contractor as stated in the Subcontract. Invoices shall be sent to the invoice address specified in the Subcontract. The submission of an invoice shall be deemed to be a confirmation by Subcontractor that it has no additional claims, except as may already have been submitted in writing, for anything that has occurred up to and including the last day of the period covered by such invoice.

Unless the Subcontract states that progress payments are to be made, Subcontractor must invoice Hitachi Energy Contractor upon provision of the Services.

Where progress payments are to be made, Subcontractor must invoice Hitachi Energy Contractor at the end of each calendar month (or other period specified in the Subcontract) for Services

provided by Subcontractor in that month or that period (as the case may be).

When submitting an invoice under this Clause Subcontractor must provide Hitachi Energy Contractor with all relevant records to enable Hitachi Energy Contractor to calculate and/or verify the amount of the invoice together with the valid Order number. In the event that a valid Order number has not been issued, then an invoice must visibly contain a Hitachi Energy Contractor contact officer's full name (given and surname).

Invoices that do not visibly quote a valid Order number or a Hitachi Energy Contractor contact officer's full name may be returned to Subcontractor, resulting in possible payment delay.

Hitachi Energy Contractor will pay all invoices rendered to it under this Clause, within 30 calendar days after receipt of the invoice, except where Hitachi Energy Contractor:

- a) exercises its right to retain part of the price pursuant to the Subcontract; or
- b) disputes the invoice, in which case:
  - (i) Hitachi Energy Contractor will pay the undisputed part of the relevant invoice (if any) and dispute the balance; and
  - (ii) if the resolution of the dispute determines that Hitachi Energy Contractor is to pay an amount to Subcontractor, Hitachi Energy Contractor will pay that amount as soon as practicable after resolution of that dispute.
  - (iii) Invoices from Subcontractor to Hitachi Energy Contractor must be either posted or emailed to the following addresses:

Post:

Hitachi Energy Australia Pty Ltd.

Level 9, 757 Ann Street

Fortitude Valley QLD 4006

Email: [AUAPG@eportal.doc.com](mailto:AUAPG@eportal.doc.com)

(Note – this email address is not to be used for reciprocal communication and is for the receivership of invoices only.)

Invoices sent by email are to be sent each separately as an attachment in PDF or TIFF format, using the correct layout (e. g. portrait invoices must be sent in portrait layout). Any support documentation to an invoice must be included within the same PDF or TIFF document that contains the invoice.

Hitachi Energy Contractor cannot accept more than one invoice containing the same invoice number. Invoices submitted to Hitachi Energy Contractor containing the same invoice number as previous invoices submitted may be returned to Subcontractor, resulting in possible payment delay.

12.6 Subcontractor shall make payment in due time for all equipment and labour used in, or in connection with, the performance of the Subcontract in order to avoid the imposition of any lien or privilege against any portion of the Services and/or the Project. In the event of the imposition of any such lien or privilege by any person who has supplied any such equipment or labour, or by any other person claiming by, through or under Subcontractor, Subcontractor shall, at its own expense, promptly take any and all action as may be necessary to cause such lien or privilege to be released or discharged. Subcontractor shall furnish satisfactory evidence, when requested by Hitachi Energy Contractor, to verify compliance with the above. In the alternative, Hitachi Energy Contractor may pay to release the lien and withhold such amounts from Subcontractor.

12.7 Hitachi Energy Contractor shall have the right to withhold the whole or part of any payment to Subcontractor which, in the opinion of Hitachi Energy Contractor, is necessary for protection of Hitachi Energy Contractor from loss on account of claims against Subcontractor, or failure by Subcontractor to make due payments to its sub-suppliers or employees, or not having paid taxes, dues and social insurance contributions. Hitachi Energy Contractor reserves the right to set off such amount owed to Subcontractor, or withhold payment for Services not provided in accordance with the Subcontract. However, Subcontractor shall not be entitled to set off any amounts owed by Hitachi Energy Contractor to Subcontractor, unless prior approval has been granted by Hitachi Energy Contractor in writing.

## 13. INTELLECTUAL PROPERTY

13.1 Subcontractor assigns herewith to Hitachi Energy Contractor full ownership rights in and to any Intellectual Property in the Work Products arising from the Services for the full duration of such rights, wherever in the world enforceable. Subcontractor further agrees to execute, upon Hitachi Energy Contractor's request and at its cost, all further documents and assignments and do all such further things as may be necessary to perfect Hitachi Energy Contractor's ownership title to the Intellectual Property or to register Hitachi Energy Contractor as owner of the Intellectual Property with any registry, including but not limited to governmental registration authorities or private registration organisations.

13.2 The Intellectual Property Rights in any Work Products created by or licensed to Subcontractor prior to the Effective Date or outside of the Subcontract, and any subsequent modifications to the same ("Pre-Existing Works") will remain vested in Subcontractor or the respective third party owner. To the extent that Pre-Existing Works are embedded in any Work Products delivered by Subcontractor, Hitachi Energy Contractor and its Affiliates shall have a worldwide, irrevocable, perpetual, transferrable, non-exclusive, royalty-free licence with rights to sublicense to use the Pre-Existing Works as part of such Work Products, including the right to further improve, develop, market, distribute, sub-license, exploit or otherwise use the Work Products containing such Pre-Existing Works.

## 14. LIABILITY AND INDEMNITY

14.1 Subcontractor shall indemnify Hitachi Energy Contractor against all liabilities, losses, damages, injuries, cost, expenses, actions, suits, claims, demands, charges or expenses whatsoever arising in connection with death or injury suffered by persons employed by Subcontractor or any of its sub-suppliers.

14.2 Without prejudice to applicable mandatory law or unless otherwise agreed between the Parties, Subcontractor shall compensate/indemnify Hitachi Energy Contractor and Client for all liabilities, losses, damages, injuries, cost, actions, suits, claims, demands, charges or expenses whatsoever arising out of or in connection with the performance of the Subcontract and/or the Services (i) for Subcontractor's breaches of the Subcontract, and (ii) for any claim made by a third party (including employees of Subcontractor) against Hitachi Energy Contractor in connection with the Services and to the extent that the respective liability, loss, damage, injury, cost or expense was caused by or arises from acts or omissions of Subcontractor and/or from the Services.

Notwithstanding anything else contained in the Subcontract or otherwise to the contrary, Hitachi Energy Contractor shall not be liable whether by way of indemnity, guarantee, or by reason of any breach of contract, or of statutory duty (to the fullest extent permitted at law) or by reason of tort (including but not limited to negligence) or any other legal principle or doctrine for any loss of profits, loss of use, loss of revenue or loss of anticipated savings, business interruption, loss of power, costs of capital or costs of replacement of power, increased costs of or loss of anticipated savings or for any financial or economic loss (whether direct or indirect) or for any consequential or indirect loss or damage whatsoever. Hitachi Energy Contractor's total liability under, arising out of or in connection with the Subcontract howsoever caused and under any legal theory or doctrine, shall never exceed the price paid by Hitachi Energy Contractor for the Services.

14.3 In the event of infringements of third party Intellectual Property Rights caused by or related to the Services and/or the Work Products:

14.3.1 Subcontractor shall reimburse Hitachi Energy Contractor and Client for any liabilities, losses, damages, injuries, costs and expenses (including without limitation to any direct, indirect, or consequential losses, loss of profit and loss of reputation, and all interest, penalties and legal and other professional costs and expenses) arising out of such infringement. This obligation does

not limit any further compensation rights of Hitachi Energy Contractor or Client;

14.3.2 Without prejudice to Hitachi Energy Contractor's right under the Subcontract, Subcontractor shall, upon notification from Hitachi Energy Contractor at Subcontractor's cost (i) procure for Hitachi Energy Contractor the right to continue using the Work Products; (ii) modify the Work Products so that they cease to be infringing; or (iii) replace the Work Products by non-infringing Work Products.

14.4 Subcontractor shall be responsible for the acts, omissions, defaults, negligence or obligations of any of its sub-suppliers, its agents, servants or workmen as fully as if they were the acts, omissions, defaults, negligence or obligations of Subcontractor.

14.5 Hitachi Energy Contractor reserves the right to set off any indemnity/liability claims under the Subcontract against any amounts owed to Subcontractor.

14.6 For any indemnity obligations, Subcontractor shall defend Hitachi Energy Contractor at its cost against any third party claims upon Hitachi Energy Contractor's request.

## 15. INSURANCE

15.1 Subcontractor shall maintain as required in the Special Terms and Conditions and at its expense with reputable and financially sound insurers acceptable to Hitachi Energy Contractor the following type of insurances: professional liability insurance, public liability insurance, motor vehicle insurance and statutory worker's compensation/employer's liability insurance as follows:

15.1.1 Before commencing the Services, Subcontractor shall effect and maintain professional indemnity insurance covering liability arising from or in connection with the provision of Professional Services with a level of cover not less than \$10 million AUD for each claim. This insurance shall be maintained for six years after the expiry or earlier termination of the Subcontract. .

15.1.2 A broad form public and products liability policy written on an occurrence basis with a limit of indemnity of not less than \$ 10 million AUD for each occurrence and, with respect to products liability only, also in the aggregate for all occurrences during the policy period, which covers Subcontractor's liability (including to Hitachi Energy Contractor) in respect of:

- (i) loss of, damage to, or loss of use of property; and
- (ii) the injury (including disease or illness) to, death of or illness of any person, happening anywhere in Australia and arising out of or in the course of or in connection with the performance by Subcontractor of the Subcontract formed in relation to the Order. The definition of products under the policy is to be sufficiently wide to include all Work Product to be supplied by Subcontractor.

15.1.3

- (i) Comprehensive motor vehicle insurance with a limit of liability of not less than \$ 10 million AUD for each occurrence which covers third party property damage arising from or in relation to any plant or vehicles (registered or unregistered) or any injury to or death of any person arising from or in relation to the use of any unregistered plant or vehicle in the course of performing the Subcontract.
- (ii) Compulsory third party vehicle insurance for all registered vehicles used in the course of performing the Subcontract.

15.1.4 Subcontractor must effect or cause to be effected insurance which fully insures any injury, damage, expense, loss or liability suffered or incurred by any person engaged by Subcontractor in the performance of the Subcontract (or their dependants) giving rise to a claim under any statute relating to workers or accident compensation or for employers liability at common law and where possible at law extending to indemnify Hitachi Energy Contractor as principal for principal's liability to persons engaged in performing the Subcontract by Subcontractor.

15.1.5 Subcontractor must effect or cause any other insurances reasonably required by Hitachi Energy Contractor from time to time

15.2 The public liability insurance policy shall be endorsed to include Hitachi Energy Contractor as additional insured and provide a waiver of insurer's right of subrogation in favour of Hitachi Energy Contractor. This policy of insurance shall include a cross-liability clause in which the insurer agrees not to impute the acts or omissions of one insured to another insured and, a clause in which the insurer agrees that any non-disclosures or misrepresentations prior to the effecting of the policy by any person will not be imputed to any other insured. Subcontractor shall no later than Effective Date provide to Hitachi Energy Contractor certificates of currency of insurance covering such policies as well as confirmation that premiums have been paid. Subcontractor shall also provide upon Hitachi Energy Contractor's request copies of such insurance policies.

15.3 In case of loss and damage related to the covers in Clause 15, any and all deductibles shall be for Subcontractor's account.

15.4 Subcontractor shall furnish notice to Hitachi Energy Contractor immediately of any cancellation or non-renewal or material change to the terms of any insurance.

15.5 All Subcontractor policies (except worker's compensation/employer's liability) shall be considered primary insurance and any insurance carried by Hitachi Energy Contractor shall not be called upon by Subcontractor's insurers to contribute or participate on the basis of contributing, concurrent, double insurance or otherwise.

15.6 Should Subcontractor fail to provide a copy of the policy wording, insurance certificates of currency and maintain insurance according to Clause 15, Hitachi Energy Contractor shall have the right to procure such insurance cover at the sole expense of Subcontractor.

15.7 Any compensation received by Subcontractor shall be applied towards the replacement and/or restoration of the Services.

15.8 Nothing contained in this Clause 15 shall relieve Subcontractor of any liability under the Subcontract or any of its obligations to make good any loss or damage. The insured amounts can neither be considered nor construed as a limitation of liability.

15.9 Except for professional indemnity insurance which shall be maintained for the period in Clause 15.1.1, Subcontractor must ensure that each insurance referred to in this Clause 15 is in effect from the date of the Subcontract and are maintained until the expiry or earlier termination of the Subcontract.

## 16. TERMINATION

16.1 Without prejudice to any other rights or remedies to which Hitachi Energy Contractor may be entitled, Hitachi Energy Contractor may terminate the Subcontract in the event that:

16.1.1 Subcontractor commits a breach of its obligations under the Subcontract, and fails to remedy that breach within ten (10) calendar days (unless otherwise stated under the Subcontract) of receiving written notice from Hitachi Energy Contractor requiring its remedy; or

16.1.2 subject to Clause 7.3, the maximum amount of liquidated damages payable by Subcontractor is reached, or, subject to Clause 7.5, it is clear from the circumstances that a delay will occur in providing the Services which would entitle Hitachi Energy Contractor to maximum liquidated damages; or

16.1.3 Subcontractor fails to provide, in response to demand by Hitachi Energy Contractor, adequate assurance of Subcontractor's future performance, whereby Hitachi Energy Contractor shall be the sole judge of the adequacy of said assurance; or

16.1.4 there is any adverse change in the position, financial or otherwise, of Subcontractor, whereby and without limitation:

- a) Subcontractor becomes insolvent; or

- b) an order is made for the winding up of Subcontractor; or
- c) documents are filed with a court of competent jurisdiction for the appointment of an administrator of Subcontractor; or
- d) Subcontractor makes any arrangement or composition with its creditors, or makes an application to a court of competent jurisdiction for the protection of its creditors in any way; or

16.1.5 Subcontractor ceases, or threatens to cease, performing a substantial portion of its business, whether voluntarily or involuntarily, that has or will have an adverse effect on Subcontractor's ability to perform its obligations under the Subcontract; or

16.1.6 any representation or warranty made by Subcontractor in the Subcontract is not true, or inaccurate and if such lack of truth or accuracy would reasonably be expected to result in an adverse impact on Hitachi Energy Contractor, unless cured within ten (10) calendar days after the date of written notice of such lack; or

16.1.7 there is a change of control of Subcontractor.

16.2 Upon termination according to Clause 16.1, Hitachi Energy Contractor shall be entitled to reclaim all sums which Hitachi Energy Contractor has paid to Subcontractor under the Subcontract and to claim compensation for any costs, losses or damages incurred whatsoever in connection with such termination.

16.3 Upon termination according to Clause 16.1, Hitachi Energy Contractor may complete the Subcontract or employ other suppliers to complete the Subcontract. Any such work shall be performed at Subcontractor's risk and expense.

16.4 Upon termination according to Clause 16.1, Hitachi Energy Contractor shall have the right to enter into, and Subcontractor shall undertake to assign, any agreements with Subcontractor's sub-suppliers. Any costs related to such assignments of agreements with sub-suppliers from Subcontractor to Hitachi Energy Contractor shall be for the account of Subcontractor.

16.5 Hitachi Energy Contractor has the right to terminate the Subcontract or parts of the Subcontract without cause at any time with immediate effect at its sole discretion by written notice to Subcontractor. Upon receipt of such notice Subcontractor shall stop all provision of the Services and performance of the Subcontract unless otherwise directed by Hitachi Energy Contractor. Hitachi Energy Contractor shall pay Subcontractor for the Services provided. Subcontractor shall have no further claim for compensation due to such termination. Claims for compensation of loss of anticipated profits are excluded.

16.6 In case the Main Contract is terminated for reasons other than Subcontractor's performance and if Hitachi Energy Contractor, as a result thereof, terminates the Subcontract, compensation to be paid to Subcontractor shall correspond to the compensation paid by Client to Hitachi Energy Contractor for the respective part of the Subcontract.

16.7 On termination of the Subcontract, Subcontractor shall immediately deliver to Hitachi Energy Contractor all copies of information or data provided by Hitachi Energy Contractor to Subcontractor for the purposes of the Subcontract. Subcontractor shall certify to Hitachi Energy Contractor that Subcontractor has not retained any copies of such information or data.

16.8 On termination of the Subcontract, Subcontractor shall immediately deliver to Hitachi Energy Contractor all specifications, programs and other information, data, and Subcontractor Documentation regarding the Services which exist in any form whatsoever at the date of such termination, whether or not then complete.

16.9 Termination of the Subcontract, however arising, shall not affect or prejudice the accrued rights of the Parties as at termination, or the continuation of any provision expressly stated to survive, or implicitly surviving, termination.

## 17. COMPLIANCE, INTEGRITY

17.1 Subcontractor shall provide the Services and/or Work Products in compliance with all relevant legislation, laws, rules, regulations, and codes of practice, guidance and other requirements of any relevant government or governmental agency. To the extent that such regulations are advisory rather than mandatory, the standard of compliance to be achieved by Subcontractor shall be in compliance with the generally accepted best practice of the relevant industry.

17.2 Subcontractor must comply with the Hitachi Energy Lists of Prohibited and Restricted Substances and with the reporting and other requirements regarding Conflict Minerals made available under [www.hitachienergy.com/about-us/supplying](http://www.hitachienergy.com/about-us/supplying) – **Material Compliance** or otherwise and shall provide Hitachi Energy Contractor with respective documents, certificates and statements if requested. Any statement made by Subcontractor to Hitachi Energy Contractor (whether directly or indirectly, e. g. where applicable via the Hitachi Energy Supplier Registration and Pre-Qualification System) with regard to materials used for or in connection with the Services and/or Work Products will be deemed to be a representation under the Subcontract.

17.3 Subcontractor represents and warrants that it is knowledgeable with, and is and will remain in full compliance with all applicable trade and customs laws, regulations, instructions, and policies, including, but not limited to, securing all necessary clearance requirements, proofs of origin, export and import licenses and exemptions from, and making all proper filings with appropriate governmental bodies and/or disclosures relating to the provision of services, the release or transfer of goods, hardware, software and technology to non U.S. nationals in the U.S., or outside the U.S., the release or transfer of technology and software having U.S. content or derived from U.S. origin software or technology.

17.4 No material or equipment included in or used for the Services and/or Work Products shall originate from any company or country listed in any relevant embargo issued by the authority in the country where the Services and/or Work Products shall be used or an authority otherwise having influence over the equipment and material forming part of the Services and/or Work Products. If any of the Services and/or Work Products are or will be subject to export restrictions, it is Subcontractor's responsibility to promptly inform Hitachi Energy Contractor in writing of the particulars of such restrictions.

17.5 Both Parties warrant that each will not, directly or indirectly, and that each has no knowledge that the other Party or any third parties will, directly or indirectly, make any payment, gift or other commitment to its customers, to government officials or to agents, directors and employees of each Party, or any other party in a manner contrary to applicable laws (including but not limited to the U. S. Foreign Corrupt Practices Act and, where applicable, legislation enacted by member states and signatories implementing the OECD Convention Combating Bribery of Foreign Officials), and shall comply with all relevant laws, regulations, ordinances and rules regarding bribery and corruption. Nothing in the Subcontract shall render either Party or any of its Affiliates liable to reimburse the other for any such consideration given or promised.

17.6 Subcontractor herewith acknowledges and confirms that Subcontractor has received a copy of Hitachi Energy's Code of Conduct and Hitachi Energy's Supplier Code of Conduct or has been provided information on how to access both Hitachi Energy Codes of Conduct online under [www.hitachienergy.com/integrity](http://www.hitachienergy.com/integrity). Subcontractor is obliged and agrees to perform its contractual obligations in accordance with both Hitachi Energy Codes of Conduct, including but without limitation to all employment, health, safety and environmental requirements specified therein.

17.7 Hitachi Energy has established the following reporting channels where Subcontractor and its employees may report suspected violations of applicable laws, policies or standards of conduct: Web portal [www.hitachienergy.com/integrity](http://www.hitachienergy.com/integrity) – **Reporting Channels**; telephone and mail address: specified on this Web portal.

17.8 Any violation of an obligation contained in this Clause 17 shall be a material breach of the Subcontract. Either Party's material breach shall entitle the other Party to terminate the Subcontract with immediate effect and without prejudice to any further right or remedies under such Subcontract or applicable law.

17.9 Notwithstanding anything to the contrary contained in the Subcontract, Subcontractor shall, without any limitations, indemnify and hold harmless Hitachi Energy Contractor from and against any liabilities, claim, proceeding, action, fine, loss, cost or damages arising out of or relating to any such violation of the above mentioned obligations and the termination of the Subcontract, or arising from export restrictions concealed by Subcontractor. With respect to export restrictions solely attributable to Hitachi Energy Contractor's use of the Services and/or Work Products, the now said commitment shall only apply to the extent Subcontractor has knowledge of or reasonably should have been aware of such use.

## 18. ASSIGNMENT AND SUBCONTRACTING

18.1 Subcontractor shall neither novate nor assign, subcontract, transfer, nor encumber the Subcontract nor any parts thereof (including any monetary receivables from Hitachi Energy Contractor) without prior written approval of Hitachi Energy Contractor.

18.2 Hitachi Energy Contractor may at any time assign, novate, encumber, subcontract or deal in any other manner with all or any of its rights or obligations under the Subcontract.

## 19. NOTICES AND COMMUNICATION

Any notice shall (unless otherwise agreed upon) be given in the language of the Subcontract by sending the same by registered mail, courier, fax or by e-mail to the address of the relevant Party as stated in the Subcontract or to such other address as such Party may have notified in writing to the other for such purposes. E-mail and fax notices expressly require written confirmation issued by the receiving Party. Electronic read receipts may not under any circumstances be deemed as confirmation of notice. Electronic signatures shall not be valid, unless expressly agreed in writing by duly authorised representatives of the Parties.

## 20. WAIVERS

Failure to enforce or exercise, at any time or for any period, any term of the applicable GTC or the Subcontract does not constitute, and shall not be construed as, a waiver of such term and shall not affect the right later to enforce such term or any other term herein contained.

## 21. GOVERNING LAW AND DISPUTE SETTLEMENT

21.1 The Subcontract shall be governed by and construed in accordance with the laws of the country (and/or the state, as applicable) of Hitachi Energy Contractor's legal registration, however under exclusion of its conflict of law rules and the United Nations Convention on International Sale of Goods.

21.2 For domestic dispute resolution matters, whereby Hitachi Energy Contractor and Subcontractor are registered in the same country, any dispute or difference arising out of or in connection with the Subcontract, including any question regarding its existence, validity or termination or the legal relationships established by the Subcontract, which cannot be settled amicably or by mediation, shall be submitted to the jurisdiction of the competent courts at the place of Hitachi Energy Contractor's registration, unless other courts or arbitration are agreed in writing between the Parties.

21.3 For cross border dispute resolution matters, whereby Hitachi Energy Contractor and Subcontractor are registered in different countries, unless agreed otherwise in writing between the Parties, any dispute or difference arising out of or in connection with the Subcontract, including any question regarding its existence, validity or termination or the legal relationships established by the Subcontract, which cannot be

settled amicably or by mediation, shall be finally settled under the Rules of Arbitration of the International Chamber of Commerce by three arbitrators appointed in accordance with the said Rules. The place of arbitration shall be the location where Hitachi Energy Contractor is registered, unless otherwise agreed in writing. The language of the proceedings and of the award shall be English. The decision of the arbitrators shall be final and binding upon both Parties, and neither Party shall seek recourse to an ordinary state court or any other authority to appeal for revisions of the decision.

## 22. CONFIDENTIALITY, DATA SECURITY, DATA PROTECTION

22.1 Subcontractor shall:

22.1.1 Unless otherwise agreed in writing, keep in strict confidence all Hitachi Energy Contractor Data and any other information concerning Hitachi Energy Contractor's or its Affiliates' business, its products and/or its technologies which Subcontractor obtains in connection with the Services to be provided (whether before or after acceptance of the Subcontract). Subcontractor shall restrict disclosure of such confidential material to such of its employees, agents or subcontractors or other third parties as need to know the same for the purpose of the provision of the Services to Hitachi Energy Contractor. Subcontractor shall ensure that such employees, agents, subcontractors or other third parties are subject to and comply with the same obligations of confidentiality as applicable to Subcontractor and shall be liable for any unauthorized disclosures;

22.1.2 Apply appropriate safeguards, adequate to the type of Hitachi Energy Contractor Data to be protected, against the unauthorised access or disclosure of Hitachi Energy Contractor Data and protect such Hitachi Energy Contractor Data in accordance with the generally accepted standards of protection in the related industry, or in the same manner and to the same degree that it protects its own confidential and proprietary information – whichever standard is higher. Subcontractor may disclose confidential information to "Permitted Additional Recipients" (which means Subcontractor's authorised representatives, including auditors, counsels, consultants and advisors) provided always that such Permitted Additional Recipients sign with Subcontractor a confidentiality agreement with terms substantially similar hereto or, where applicable, are required to comply with codes of professional conduct ensuring confidentiality of such information;

22.1.3 Not (i) use Hitachi Energy Contractor Data for any other purposes than for providing the Services, or (ii) reproduce the Hitachi Energy Contractor Data in whole or in part in any form except as may be required by the respective contractual documents, or (iii) disclose Hitachi Energy Contractor Data to any third party, except to Permitted Additional Recipients or with the prior written consent of Hitachi Energy Contractor;

22.1.4 Install and update at its own costs required adequate virus protection software and operating system security patches for all computers and software utilized in connection with providing the Services;

22.1.5 Inform Hitachi Energy Contractor without delay about suspicion of breaches of data security or other serious incidents or irregularities regarding any Hitachi Energy Contractor Data.

22.2 Subcontractor agrees that Hitachi Energy Contractor shall be allowed to provide any information received from Subcontractor to any Affiliate of Hitachi Energy Contractor. Subcontractor shall obtain in advance all necessary approval or consent for Hitachi Energy Contractor to provide such information to Hitachi Energy Contractor's Affiliates if such information is confidential for any reason or subject to applicable data protection or privacy laws and regulations.

22.3 In case the type of Hitachi Energy Contractor Data affected is particularly sensitive and therefore, according to Hitachi Energy Contractor's opinion, requires a separate confidentiality and non-disclosure agreement, Subcontractor agrees to enter



into such agreement. The same applies with regard to data privacy topics which are not covered by this Clause 22 and which may require a separate data processing agreement according to applicable laws and regulations.

22.4 The obligations under this Clause 22 exist for an indefinite period of time and therefore shall survive the expiration or termination of the Subcontract for any reason.

## 23. SEVERABILITY

The invalidity or unenforceability of any term or of any right arising pursuant to the Subcontract shall not adversely affect the validity or enforceability of the remaining terms and rights. The respective terms or rights arising pursuant to the Subcontract shall be given effect as if the invalid, illegal or unenforceable provision had been deleted and replaced by a provision with a similar economic effect to that of the deleted provision if this can be achieved by another provision.

## 24. SURVIVAL

24.1 Provisions of the GTC which either are expressed to survive the termination of the Subcontract or from their nature or context it is contemplated that they are to survive such termination shall remain in full force and effect notwithstanding such termination.

24.2 The obligations set forth in Clauses 11 (Warranty), 14 (Liability and Indemnity) and 22 (Confidentiality, Data Security, Data Protection) shall survive expiration and termination of the Subcontract.

## 25. ENTIRETY

The Subcontract constitutes the entire agreement and understanding between the Parties and replaces any prior agreement, understanding or arrangement between the Parties, whether oral or in writing.

## 26. RELATIONSHIP OF PARTIES

The relationship of the Parties is that of independent parties dealing at arm's length and nothing in this Subcontract shall be construed to constitute any kind of an agency or partnership with Hitachi Energy Contractor or Client, and Subcontractor is not authorised to represent Hitachi Energy Contractor or Client.

## 27. FURTHER ASSURANCES

The Parties shall do and execute all such further acts and things as are reasonably required to give full effect to the rights given and the transactions contemplated by the Subcontract.

## 28. COMPLIANCE WITH ANTI-SLAVERY AND HUMAN TRAFFICKING LAWS AND POLICIES

28.1 In performing the Subcontract, Subcontractor must:

28.1.1 comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force, including, but not limited to, the Modern Slavery Act 2018 (Cth);

28.1.2 comply with the Anti-Slavery Policy;

28.1.3 not engage in any activity, practice or conduct that would constitute an offence under Modern Slavery Act 2018 (Cth) if such activity, practice or conduct were carried out in Australia; and

28.1.4 include in its contracts with its sub-suppliers, anti-slavery and human trafficking provisions that are at least as onerous as those set out in this Clause 28.

28.2 Subcontractor represents and warrants that:

28.2.1 its responses to Hitachi Energy Contractor's slavery and human trafficking due diligence questionnaire are complete and accurate;

28.2.2 it conducts its business in a manner that is consistent with the Anti-Slavery Policy and the Modern Slavery Act 2018 (Cth); and

28.2.3 neither Subcontractor nor any of its officers, employees or other persons associated with it:

a) have been convicted of any offence involving slavery or human trafficking; and

b) to the best of its knowledge, have been or are the subject of any investigation, inquiry or enforcement proceedings by any governmental, administrative or regulatory body regarding any offence or alleged offence of or in connection with slavery or human trafficking.

28.3 Subcontractor must implement due diligence procedures for its sub-suppliers to ensure that there is no slavery or human trafficking in its supply chains.

28.4 Subcontractor must notify Hitachi Energy Contractor as soon as it becomes aware of any actual or suspected breach of the Anti-Slavery Policy or the Modern Slavery Act 2018 (Cth).

28.5 Subcontractor must prepare and deliver to Hitachi Energy Contractor by the anniversary of the date of the Subcontract each year, an annual slavery and human trafficking report setting out the steps it has taken to ensure that slavery and human trafficking is not taking place in any of its supply chains or in any part of its business.

28.6 Subcontractor must:

28.6.1 maintain a complete set of records to trace the supply chain of all Work Product and Services provided to Hitachi Energy Contractor in connection with the Subcontract;

28.6.2 permit Hitachi Energy Contractor and its third-party representatives, on reasonable notice during normal business hours (but without notice in case of any reasonably suspected breach of this Clause 28) to have access to and take copies of Subcontractor's records and any other information and to meet with Subcontractor's personnel to audit Subcontractor's compliance with its obligations under this Clause 28; and

28.6.3 implement annual audits of its compliance and its sub-suppliers' compliance with the Anti-Slavery Policy, either directly or through a third-party auditor.

28.7 Subcontractor must implement a system of training for its employees, officers, and sub-suppliers to ensure compliance with the Anti-Slavery Policy.

28.8 Subcontractor must keep a record of all training offered and completed by its employees, officers, and sub-suppliers to ensure compliance with the Anti-Slavery Policy and shall make a copy of the record available to Hitachi Energy Contractor on request.

28.9 Subcontractor indemnifies Hitachi Energy Contractor against any losses, liabilities, damages, costs (including but not limited to legal fees) and expenses incurred by or awarded against Hitachi Energy Contractor as a result of any breach of the Anti-Slavery Policy or the Modern Slavery Act 2018 (Cth).

28.10 Hitachi Energy Contractor may terminate the Subcontract with immediate effect by giving written notice to Subcontractor if Subcontractor commits a breach of this Clause 28.