

Annexure A of Terms and Conditions of Purchase Order – Special Conditions

1. DEFINITIONS.

In this Annexure A, unless the context requires otherwise (or unless defined below), words defined in the *PO Terms and Conditions* have the same meaning, and the following words have the following meanings:

'Confidential Information' means, in relation to a Disclosing Party:

- (a) the terms of the Agreement and their subject matter, including Information submitted or disclosed by or on behalf of that party during negotiations, discussions and meetings relating to the Agreement;
- (b) all Information regarding the current or future business interests, methodology or affairs of the Disclosing Party;
- (c) all Information which the Receiving Party knows, or ought reasonably to be expected to know, is confidential to the Disclosing Party;
- Information that at the time of disclosure by the Disclosing Party is reasonably identified to the Receiving Party as being confidential; and
- (e) all other Information belonging or relating to the Disclosing Party, other than Information that:
 - is disclosed to the Receiving Party by a Third Party (not being the Disclosing Party or a related entity, employee or officer of the Disclosing Party) entitled to do so, whether before or after the date of the Agreement;
 - (ii) was already lawfully in the Receiving Party's possession when it was given to the Receiving Party and was not otherwise acquired from the Disclosing Party directly or indirectly; or
 - (iii) is generally available to the public at the date of the Agreement or subsequently becomes so available, in each case other than by reason of a breach of the Agreement or any breach of confidence.

'Data Breach' has the meaning given in clause 4.2.

'Defect' includes any:

- (a) material fault, failure, degradation, deficiency, error or non-conformance of the Services or any Deliverables with the Specifications, Service Levels, or provisions of the Agreement;
- (b) functionality or performance of any Services or Deliverables materially below or not in accordance with, the Specifications, Service Levels, or provisions of the Agreement; and
- (c) defect or other problem with any of the Services or Deliverables giving rise to a right or remedy of Uniting under the Competition and Consumer Act 2010
 (Cth) (including the Australian Consumer Law) or any similar law of any jurisdiction.

'Disaster' means an incident (including a Force Majeure Event) that significantly disrupts, or is likely to significantly disrupt:

- (a) Uniting's ability to receive; or
- (b) the Supplier's ability to supply,

any of the *Deliverables* and/or *Services* (including interruption, destruction or other loss of operational capacity), which incident cannot be managed by the *Supplier* within the context of normal operating procedures.

'Disclosing Party' means the party to whom Confidential Information belongs or relates.

'Eligible Data Breach' has the meaning given in the Privacy Act.
'Force Majeure Event' means any act, event or cause (other than lack of funds) which is beyond the reasonable control of the party concerned including any:

- (a) act of God, peril of the sea, accident of navigation, war, sabotage, riot, insurrection, civil commotion, national emergency (whether in fact or law), martial law, fire, lightning, flood, cyclone, earthquake, landslide, storm or other adverse weather conditions, explosion, power shortage, strike or other labour difficulty (whether or not involving employees of the party concerned), epidemic, pandemic, quarantine, radiation, shortage, strike or radio-active contamination; and
- (b) action or inaction of any government agency or other competent authority (including any court of competent jurisdiction), including lockdown, expropriation, restraint, prohibition, intervention, requisition, requirement, direction or embargo by legislation, regulation, decree or other legally enforceable order.

'Information' means any information, whether oral, graphic, electronic, written or in any other form, including:

- (a) forms, memoranda, letters, specifications, processes, procedures, statements, formulae, technology, inventions, trade secrets, research and development information, know how, designs, plans, photographs, microfiche, business records, notes, accounting procedures or financial information, sales and marketing information, names and details of customers, suppliers and agents, employee details, reports, drawings and data; and
- (b) copies and extracts made of or from that information and data, whether translated from the original form, recompiled, partially copied, modified, updated or otherwise altered.

'Personal Information' has the meaning given in the Privacy Act.
'PO Terms and Conditions' means Uniting's 'Terms and Conditions of Purchase Order' of which this Annexure A forms part.

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

'Privacy Laws' means all applicable privacy laws, including the Spam Act 2003

(Cth), the *Privacy Act*, the *Privacy (Private Sector) Regulations 2001*, and State or Territory privacy laws as they exist and are amended from time to time.

'Receiving Party' means, in relation to Confidential Information belonging or relating to a Disclosing Party, the party to whom that Confidential Information is disclosed or who possesses or otherwise acquires that Confidential Information.

*Recipient' has the meaning given in clause 5.

'Relevant Personal Information' means Personal Information:

- (a) forming part of the *Uniting Inputs*;
- that is collected or otherwise acquired or compiled by the Supplier in connection with the Services and/or Deliverables or the Agreement; or
- (c) that belongs to, or is held or provided by, any *Uniting Group Member*.

'Service Levels' means the service levels (if any) in respect of the Services and/or Deliverables set out in any Order or otherwise agreed in writing between Uniting and the Supplier.

'Services' has the meaning given in the PO Terms and Conditions and includes for the avoidance of doubt) where applicable, the licensing of any Software to Uniting, or the provision to Uniting of any other right to use any Software.

'Software' means all operating system software, software applications, scripts, firmware and programs supplied under the *Agreement* as part of the *Services* or any *Deliverable* (including any "software as a service", under licence or otherwise).

'Specifications' means the specifications and other requirements relating to a

'Specifications' means the specifications and other requirements relating to a Service or Deliverable set out in any Order or otherwise agreed in writing between Uniting and the Supplier.

'Third Party' means a person who is not a party to the Agreement.

*Uniting Data' means Information or data:

- (a) provided to, or obtained or generated by the Supplier; or
- (b) stored in, or accessed through, systems or products which the *Supplier* manages, supports, accesses or processes,

which relates to any of the following:

- (c) any Uniting Group Member;
- (d) any supplier of a Uniting Group Member (excluding the Supplier); or
- (e) any client, customer or Personnel of a Uniting Group Member (excluding the Supplier or any of its Personnel).

'Uniting Group' means Uniting and its associated entities and related entities (excluding the Supplier and its Personnel).

purpose of the Supplier providing the Services and/or Deliverables under the

'Uniting Group Member' means any member of the Uniting Group.
'Uniting Inputs' means all Information (whether or not Confidential Information),
Uniting Data, documentation, assistance, facilities, instructions and/or any other items that are agreed in writing between Uniting and the Supplier as being inputs or the responsibility of Uniting, or that is otherwise reasonably required to be provided by Uniting to the Supplier (or that Uniting needs to give the Supplier access to) for the

'Update' means any change (for example, updates, upgrades, releases, versions, replacements, modifications, enhancements, including in respect of new features, functionality, technology or architecture improvements or to correct *Defects*, whether or not they are major or minor) to or of any *Software*, and 'Updated' has a corresponding meaning.

2. APPLICATION.

Agreement.

- (a) This Annexure A sets out the *Special Conditions* for the purpose of the *PO Terms and Conditions*.
- (b) Unless stated otherwise, in this Annexure A, references to clauses are references to clauses of this Annexure A.
- (c) Except as provided otherwise in clause 2(d), all:
 - (i) representations and warranties given by the Supplier; and
 - (ii) obligations and liabilities assumed by the Supplier, under this Annexure A are in addition to (and do not substitute or limit) any representations, warranties, guarantees, obligations or liabilities which the Supplier gives or assumes (or is required to give or assume) at law or under any other applicable provision of the Agreement (including, without limitation, under the PO Terms and Conditions).
- (d) Without limiting clause 2(d) of the PO Terms and Conditions, clauses 3 and 5 of this Annexure A apply and take effect to the exclusion of clauses 11(a) and 11(b) of the PO Terms and Conditions.

3. PRIVACY.

The Supplier must:

- (a) comply with all Privacy Laws and any other applicable laws (as well as any applicable policies provided to it by Uniting) in connection with its handling of any Relevant Personal Information, and the performance of its obligations under the Agreement;
- not do anything which impairs the accuracy, currency, or completeness of the Relevant Personal Information;
- (c) ensure any Personnel of the Supplier (including employees, contractors, subcontractors and advisers who are required to access or handle Personal Information) are made aware of the obligations set out in this clause 3, and if requested by Uniting, sign written undertakings to comply with this clause 3 in the form required by Uniting;
- (d) follow the reasonable directions of *Uniting* from time to time in relation to the use of any *Relevant Personal Information*;
- take all reasonable steps to assist *Uniting* to comply with, and not be in breach
 of, its obligations under *Privacy Laws* that may apply to *Uniting*;
- f) take reasonable technical, operational, and physical steps necessary for all

- Relevant Personal Information held or controlled by it or any of its Personnel in connection with the Agreement to be protected against misuse, loss and unauthorised access, interference, modification or disclosure;
- (g) use Relevant Personal Information only to fulfil its obligations under the Agreement:
- (h) not disclose any Relevant Personal Information except in connection with performing the Supplier's obligations under the Agreement or as required by law:
- (i) not, and must ensure that its Personnel do not, unless required for the purposes of the Agreement (or otherwise agreed by the parties in writing), transfer or disclose outside Australia, or allow any other person to transfer or disclose outside Australia, any Confidential Information or any Relevant Personal Information;
- (j) notify *Uniting* immediately in writing if the *Supplier* becomes aware of any:
 - request regarding access to, or correction of, any Relevant Personal Information;
 - (ii) any complaint about the handling of any Relevant Personal Information;
 or
- (iii) disclosure of any Relevant Personal Information required by law; and
- (k) have in place adequate policies, processes and systems for monitoring and ensuring compliance with its obligations under this clause 3.

4. DATA SECURITY.

4.1 Security

- (a) In providing the Services and Deliverables, the Supplier must implement and maintain, to Uniting's reasonable satisfaction:
 - established technical vulnerability management and patching capabilities and procedures in relation to all information technology systems and platforms used to provide any Services or Deliverables;
 - established controls around the implementation and management of cryptographic keys in relation to *Uniting Data*; and
 - (iii) procedures to ensure compliance with:
 - (A) Uniting's data security policies and procedures, as notified by Uniting to the Supplier from time to time;
 - (B) all applicable laws and industry standards; and
 - up-to-date, industry best practice standards, processes and procedures for information security frameworks in Australia.
- (b) Without limiting clause 4.1(a), the Supplier must:
 - establish and maintain safeguards against the destruction, loss or alteration of *Uniting Data* in the possession or control of the Supplier that comply with all laws, applicable industry standards, and any specific requirements of *Uniting* set out in the Specifications;
 - ensure that *Uniting Data* is stored separately from that of any other customer or client of the *Supplier*, specifically ensuring logical separation for data stored electronically, and separate physical storage for data which is not stored electronically; and
 - (iii) implement and maintain appropriately configured firewalls, intrusion detection/prevention technologies and other network security measures to protect *Uniting Data*, including ensuring that a multi-factor authentication security procedure is required for logins and access to *Uniting Data* (requiring at least 2 different factors of authentication to enable any person to log in and/or access any *Uniting Data*).
- (c) Where any Uniting Data is hosted in a cloud environment as part of the Services, the Supplier must ensure that:
 - Uniting Data is logically isolated from other clients or customers of the Supplier; and
 - the Supplier's cloud service is physically or logically isolated or encapsulated from other cloud tenants.
- (d) The Supplier must ensure that all information technology systems and platforms used in the provision of Services and Deliverables have deployed industry standard virus protection software and other measures to protect against the introduction of computer software routines intended or designed to affect the confidentiality, integrity or availability of Uniting Data.
- (e) Without limiting *Uniting*'s rights under clause 4.7, the *Supplier* must, promptly after being requested to do so by *Uniting*, provide evidence to *Uniting* of the *Supplier*'s compliance with this clause 4.1.

4.2 Notification of Data Breach

Without limiting clause 3, if either party becomes aware of, or suspects that there has been:

- (a) any loss of, or unauthorised access to, use of or disclosure of, Relevant Personal Information; or
- (b) a breach of security relating to the Services (including relating to any Relevant Personal Information), including where any loss or unauthorised access to, use of or disclosure of Relevant Personal Information is likely to occur,

(each a 'Data Breach'), then that party must immediately notify the other party in writing and provide a description of all relevant details of the Data Breach including its nature and scope, potential risks and impacts, and any remedial measures taken or proposed.

4.3 Obligations on occurrence of Data Breach

Where a Data Breach occurs, the Supplier must:

- (a) immediately take all necessary steps, and bear any costs, required to prevent further unauthorised access or disclosure of the affected data, including but not limited to implementing appropriate technical and organisational measures;
- (b) co-operate and comply with all reasonable written directions of *Uniting* in relation to the *Data Breach*;
- (c) conduct a thorough investigation of the Data Breach within 20 days of becoming aware of the Data Breach in order to determine whether it is an Eligible Data Breach and provide a full, unredacted copy of the report of the investigation to Uniting on completion;
- (d) promptly take all reasonable steps to rectify or remedy the Data Breach, including steps to mitigate any harm to individuals resulting from the Data Breach; and
- (e) only notify the Office of the Australian Information Commissioner ('OAIC') or affected individuals of the Data Breach in accordance with clause 4.4.

4.4 Eligible Data Breach

If either party has reasonable grounds to believe that there has been an *Eligible Data Breach*, the parties must co-operate with each other in relation to the *Eligible Data Breach*, including:

- (a) providing all necessary information, documents and assistance reasonably requested by the other party in order to investigate the Eligible Data Breach and to prepare the required statements and notifications to individuals and the OAIC under Part IIIC of the Privacy Act (if required); and
- (b) if the Supplier reasonably determines that it is required to issue a statement (or make a notification) under Part IIIC of the Privacy Act in relation to that Eligible Data Breach, the Supplier must provide a draft copy of the proposed statement or notification to Uniting before issuing that statement or notification to individuals or the OAIC under Part IIIC of the Privacy Act, give Uniting a reasonable opportunity to request amendments to that draft statement or notification and take any reasonable requests for amendments into account before finalising and issuing the relevant statement or notification.

4.5 Indemnity

Except to the extent caused or contributed to by the negligent act or omission, wilful misconduct, or breach of the *Agreement* by any *Uniting Group Member*, the *Supplier* must indemnify and hold harmless each *Uniting Group Member* from and against any and all:

- (a) losses, claims, damages, liabilities, costs, and expenses; and
- (b) all interest, penalties and legal costs (calculated on a full indemnity basis),

arising out of or in connection with:

- (c) any Data Breach caused by the Supplier or its Personnel; or
- (d) any breach or threatened breach of this clause 4 by the Supplier.

4.6 Termination

If a *Data Breach* is caused by the *Supplier's* negligence or wilful misconduct, then without limiting any other rights *Uniting* may have under the *Agreement* (including, without limitation, under clause 14 of the *PO Terms and Conditions*) or at law or in equity, *Uniting* may immediately terminate the *Agreement* by written notice to the *Supplier*, without *Uniting* incurring any penalty or liability to the *Supplier* in respect of such termination.

4.7 Compliance audits

- (a) Uniting may, subject to this clause 4.7, audit and inspect the facilities, processes, procedures, systems and documentation of the Supplier to determine whether the Supplier is complying with this clause 4.
- (b) The audit may include, but is not limited to, an examination of the Supplier's information security policies, physical security measures, logical access controls, data protection measures, incident response procedures, and any other controls relevant to the Services, the Deliverables and the protection of Uniting Data.
- (c) Uniting will provide the Supplier with reasonable notice before initiating an audit, except in cases where an immediate audit is necessary due to a suspected security breach (including a suspected Data Breach or Eligible Data Breach), or other similar circumstances which require immediate or urgent action. The parties will coordinate the timing, scope, and duration of each audit in good faith and acting reasonably.
- (d) Uniting may designate representatives (including Third Party auditors) to conduct an audit. The Supplier must reasonably cooperate with Uniting's designated representatives during the audit, and provide them with access to all necessary facilities, personnel, systems and documentation.
- (e) Uniting must comply with clause 5 in relation to any Confidential Information of the Supplier which is disclosed or obtained by Uniting or its representatives as part of an audit (with those representatives being Uniting's Recipients for the purposes of that clause).
- (f) If an audit reveals that the *Supplier* has not complied with, or is not complying with, any of its obligations under this clause 4, then without limiting *Uniting's* other rights under the *Agreement* or at law in relation to the non-compliance, the *Supplier* must promptly address and remedy

such non-compliance to *Uniting*'s reasonable satisfaction. *Uniting* and the *Supplier* will collaborate in good faith to develop a mutually agreeable plan to address and rectify any identified security vulnerabilities.

- (g) Subject to this clause 4.7(g), unless otherwise agreed in writing by the parties, *Uniting* will bear the costs associated with each audit, including the fees of any *Third Party* auditors engaged by *Uniting* (if applicable). Notwithstanding the foregoing, if any material breach of this clause 4 is identified as part of an audit, the *Supplier* must promptly pay *Uniting* any *Third Party* auditor's fees payable in connection with the audit.
- (h) Uniting may conduct no more than one audit in any 6 month period under this clause 4.7 (excluding any immediate audit referred to in clause 4.7(c)). The parties may, if proposed by Uniting at any time, agree for audits to be conducted more frequently, having regard to the nature of particular Services or Deliverables, and to any changes in the risk landscape. The Supplier will act reasonably and in good faith in considering whether to agree to any such proposal.
- (i) This clause 4.7 survives termination or expiry of the Agreement.

5. CONFIDENTIALITY.

5.1 Obligations of confidentiality

Subject to the other provisions of this clause 5, in relation to Confidential Information of or relating to a Disclosing Party, each Receiving Party must:

- (a) keep that Confidential Information secret and confidential and not directly or indirectly disclose, divulge or communicate any of that Confidential Information to, or otherwise place any of that Confidential Information at the disposal of, any other person without the prior written approval of the Disclosing Party;
- take all reasonable steps to secure and keep secure all of that Confidential Information coming into its possession or control;
- (c) not use, modify, reverse engineer or make copies, notes or records of that Confidential Information for any purpose other than in connection with the performance by the Receiving Party of its obligations under the Agreement; and
- (d) take all reasonable steps to ensure that any person to whom the Receiving Party is permitted to disclose that Confidential Information under this clause 5 complies at all times with the terms of this clause 5 as if that person were the Receiving Party.

5.2 Disclosure required by law

The obligations of confidentiality under this clause 5 do not apply to any disclosure by a *Receiving Party* of *Confidential Information* of or relating to a *Disclosing Party* that is strictly and necessarily required to comply with any court order, laws or applicable rules of any financial market, provided that, to the extent practicable and as soon as reasonably possible, the *Receiving Party*:

- (a) notifies the Disclosing Party of the proposed disclosure;
- (b) consults with the Disclosing Party as to its content; and
- (c) uses reasonable endeavours to comply with any reasonable request by the Disclosing Party concerning the proposed disclosure.

5.3 Authorised disclosure

A Receiving Party may disclose Confidential Information of or relating to a Disclosing Party to a related entity or Personnel of the Receiving Party (each a Recipient) only if the disclosure is made to the Recipient strictly on a "need to know basis" and, before the disclosure:

- the Receiving Party notifies the Recipient of the confidential nature of that Confidential Information to be disclosed; and
- (b) the Recipient undertakes to the Receiving Party (for the benefit of the Disclosing Party) to be bound by the obligations in this clause 5 as if the Recipient were the Receiving Party in relation to that Confidential Information to be disclosed to the Recipient.

5.4 Return or destruction of Confidential Information

- a) Immediately on the written request of a Disclosing Party or on the termination of the Agreement for any reason, the Receiving Party must:
 - cease using and disclosing all Confidential Information of or relating to the Disclosing Party (or any related entity of the Disclosing Party);
 - (ii) deliver to the Disclosing Party (or as directed by the Disclosing Party) all documents and other materials in the possession or control of the Receiving Party or any of its Recipients containing, recording or constituting that Confidential Information or, to the extent directed by the Disclosing Party, destroy, and certify to the Disclosing Party that it has destroyed, those documents and materials; and
 - (iii) for any such Confidential Information stored electronically, permanently delete, and certify to the Disclosing Party that it has permanently deleted, that Confidential Information from all electronic media on which it is stored, so that it cannot be restored.

(b) Clause 5.4(a) does not apply to:

- information stored as electronic back-up data in the usual operations of the Receiving Party that cannot be readily accessed;
- (iii) the directors' papers or minutes of the board or other governing body of the Receiving Party, to the extent that such papers and minutes contain the level of detail consistent with the normal practices of the Receiving Party; and
- (iii) documents that are created or retained by any professional adviser to the Receiving Party which contain Confidential Information of or relating

to a *Disclosing Party*, to the extent those documents are required to be held by law or to comply with any professional standards, insurance policies or reasonable audit requirements of that adviser,

provided that those items are not subsequently used or retained other than for their primary purpose, and in any event, the *Receiving Party* must ensure that all *Information* used or retained under this clause 5.4(b) is kept confidential in accordance with the terms of the *Agreement*.

5.5 Liability for breach by Recipient

Each Receiving Party is liable for any breach of this clause 5 by a Recipient of that Receiving Party as if the Recipient were a Receiving Party in relation to the Confidential Information disclosed to the Recipient.

6. SUPPLIER'S WARRANTIES.

6.1 Warranties

The Supplier represents and warrants to Uniting as at the date of the Agreement and at all times after the date of the Agreement that:

- a) any Deliverables consisting of goods are legally and beneficially owned by the Supplier and are free and clear of any liens, charges, security interests, encumbrances or other Third Party interests or rights;
- (b) it is entitled to provide the Services and Deliverables to Uniting;
- the Software and all Updates do not contain any virus or other destructing or disabling code:
- (d) its Personnel will at all times be suitably qualified and experienced, and the Supplier and its Personnel will exercise due care and skill in performing the Services:
- (e) all Services and Deliverables will comply with the applicable requirements of the Agreement, including any applicable Specifications for Services and Deliverables; and
- (f) it is not aware of any fact which would prevent any insurance policy taken out under the Agreement covering a claim made in the context of the supply of any Services or Deliverables (including any non-compliance with conditions precedent to the operation of any such insurance policy).

6.2 Reliance

The *Supplier* acknowledges that *Uniting*, in entering the *Agreement*, has relied on the *Supplier's* warranties and representations set out in the *Agreement*.

6.3 Notification

If the *Supplier* becomes aware of any breach of the warranties in clause 6.1, the *Supplier* must immediately notify *Uniting* in writing.

7. BUSINESS CONTINUITY AND DISASTER RECOVERY.

The Supplier must:

- (a) maintain business continuity and disaster recovery procedures to protect any
 work it carries out as part of the provision of Services and Deliverables
 (including any systems or networks used to provide the Services and any
 Deliverables) and its ongoing ability to perform its obligations in the event of a
 Disaster ('BCDR Procedures');
- (b) regularly, and at least once per calendar year, test and update the BCDR Procedures;
- on request by *Uniting*, provide documentation of the *BCDR Procedures* and results of any testing of the *BCDR Procedures*;
- if a Disaster occurs, promptly implement the BCDR Procedures and keep Uniting updated about its business continuity and disaster recovery activities, as well as any actual or anticipated impact of the Disaster on the performance of its obligations; and
- (e) if a failure of, or disruption to the Services occurs due to a Disaster, the Supplier must ensure that normal Services are restored and available in the shortest practicable time (without limiting clause 8).

8. SERVICE LEVELS AND MAINTENANCE.

8.1 Service Levels

- (a) The Supplier must meet or exceed the Service Levels and report to Uniting on performance against the Service Levels in accordance with any applicable Order or as otherwise agreed in writing between Uniting and the Supplier. [If the Supplier fails to meet a Service Level, it must pay Uniting any applicable amounts calculated in accordance with [*]].
- b) The Supplier must provide the Services such that the fault response, workaround and fix times will be short enough to provide an uptime of a minimum of [[*]% over any 12 month period], excluding any planned downtime (subject to clause 8.2(b)).

8.2 Planned downtime and maintenance

- (a) The Supplier must give Uniting at least [*] hours' notice in writing of any planned downtime in respect of the provision of (and Uniting's use of) the Services (including any Software). Any such planned downtime must not exceed [*] hours per calendar month in respect of any Services.
- (b) Provided that the Supplier complies with the requirements set out in clause 8.2(a), then the availability uptime in clause 8.1(b) will exclude any planned downtime.
- c) The Supplier may carry out regular service and maintenance on any Software provided as part of the Services between the hours of [5pm and 7pm on Saturdays (Australian Eastern Time)]. For the avoidance of doubt, this regular service and maintenance forms part of any planned downtime under clause 8.2(a).

8.3 Updates and Defects

(a) The Supplier must maintain the Software with the latest Updates and

- ensure that the Software (as so Updated) is available for use by Uniting as part of the Services.
- (b) If *Uniting* notifies the *Supplier*, or the *Supplier* becomes aware, of any *Defect* in any *Services* (including *Software*) or *Deliverables*, then the *Supplier* must rectify any such *Defect* as soon as practical and, in any event, in compliance with any applicable *Service Levels*.