

AJ Grant Building Pty Ltd

Contractor Terms and Conditions

1. Background

- 1.1. AJ Grant Group is a national service provider, providing building repairs, make-safe repairs and assessment services to the insurance industry.
- 1.2. The Contractor wishes to provide services to the AJ Grant Group and by agreeing to provide the Services to the AJ Grant Group will be bound by the terms and conditions as outlined.
- 1.3. The aim of these terms and conditions is to provide a basis for co-operation between AJ Grant Group and the Contractor, ensuring the high standards of AJ Grant Group and its reputation is upheld at all times and ensuring the Contractor is promptly paid.

2. Interpretation

- 2.1. **'AJ Grant Group'** means AJ Grant Building Pty Ltd and any related entities.
- 2.2. **'Confidential Information'** means any confidential or proprietary information provided by the AJ Grant Group to the Contractor which the AJ Grant Group regards as confidential including, but not limited to, the following:
 - i. the names, lists or details and any information relating to the business affairs of actual and potential clients, customers and suppliers;
 - ii. any information relating to the cost or estimated cost of provision of the Services including but not limited to AJ Grant purchase orders, quotes provided or invoices supplied to AJ Grant for Services by the Contractor;
 - iii. information relating to the general business of the AJ Grant Group, past and present clients, financial reports, financing strategies, models, documentation, software, pricing, sources, ideas, procedures, concepts, inventions and trade secrets;
 - iv. any information which AJ Grant Group informs the Contractor is confidential or which, if disclosed, the Contractor knows or ought reasonably to know would be detrimental to the AJ Grant Group;
 - v. but excludes any information that is public knowledge or is in the public domain.
- 2.3. **'Contractor'** means the person or entity providing the Services to the AJ Grant Group pursuant to this agreement.
- 2.4. **'Sub-Contractor'** means the person or entity contracted by the Contractor to provide the Services direct to the Contractor
- 2.5. **'GST'** means any tax pursuant to the *A New Tax System (Goods and Services Tax) Act, 1999 (Cth)* and any subsequent legislation.

- 2.6. **'Services'** means the works performed and products supplied by the Contractor pursuant to this agreement.
- 2.7. **'WHS Law'** means the *Work Health & Safety Act, 2009 (NSW)* and Regulations and the equivalent legislation in each State and Territory of Australia.

3. Term of Agreement

- 3.1. This agreement commences once the Contractor receives the 'welcome' email containing confirmation advice from the AJ Grant Group or when the first purchase order / quote request is sent to the Contractor. This agreement continues until terminated in accordance with the terms of this agreement.
- 3.2. The Contractor may be required, at the direction of AJ Grant Group or its representatives, to undertake make-safe repairs to ensure our customers property is made safe, secure and free from any further damage. AJ Grant Group provides 24-hour 7-days a week service to our insurance clients and is required to carry out all types of emergency repairs during storm or other scenarios. These repairs are to be attended immediately upon being communicated to you.
- 3.3. The Contractor shall be solely liable to provide its own annual leave, sick leave, long service leave, workers compensation insurance, superannuation and taxation liabilities and AJ Grant Group shall have no responsibility whatsoever therefore.
- 3.4. The Contractor will ensure that it arranges and maintains all relevant insurance coverage, including Workers Compensation / Personal Income Protection and Public Liability (not less than \$20,000,000.00 per claim).
- 3.5. The Public Liability insurance will cover the Contractor, its employees, servants, agents and contractors together with the AJ Grant Group arising out of or in connection the provision of services pursuant to this agreement for any and/or all liabilities to third parties in respect of property damage and personal injury.
- 3.6. The Contractor will ensure that such insurances will:
 - i. note the interests of any entity of AJ Grant Group;
 - ii. contains a severability of interest clause;
 - iii. contains a breach of warranty clause; and
 - iv. contains a 30 day cancellation clause.
- 3.7. The Contractor will arrange and keep any additional insurance coverage as may be required by AJ Grant Group.
- 3.8. The Contractor must produce certificates of currency for all insurances required when requested to do so by AJ Grant Group.
- 3.9. Immediate suspension of Services will apply if AJ Grant Group has not received current insurances when requested and/or upon yearly renewal.

4. General Obligations

- 4.1. If during the provision of work the Contractor is requested by a client to provide any other service, do work, or supply goods the Contractor shall immediately notify AJ Grant Group of such request, and shall not provide any such service or supply any such goods without AJ Grant Group prior written approval. Failure to notify AJ Grant Group may result in the removal from our trade panel, will not result in payment for that work and is a fundamental breach of these terms and conditions.
- 4.2. In the provision of any Services, the Contractor shall ensure that any task undertaken is only performed by a person holding current licences and proper qualifications requisite for performing such a task and shall provide evidence of such licences and qualifications to AJ Grant Group on request.
- 4.3. The Contractor will provide unique email addresses for their nominated employees, sub-contractors and/or their employees. If the contractor is unable to provide to AJ Grant these unique email addresses, the Contractor:
 - i. bears the sole responsibility for ensuring each individual described in clause 4.3 above completes the AJ Grant Group Induction and any client-specific on-boarding induction, training and certification programs;
 - ii. will provide assurances to the AJ Grant Group, in writing, confirming the persons described in clause 4.3 (i) above has been complied with.

A failure by the Contractor to fulfil the obligations of this clause will result in immediate suspension of the Service by the Contractor, possible termination of this agreement and may lead to legal action to recover any loss suffered by AJ Grant Group.

- 4.4. The Contractor, its directors, officers, employees and agents agree to jointly and severally release, indemnify and hold AJ Grant Group harmless from and against:
 - i. all liabilities, claims, damages, losses, suits, verdicts, judgments, costs and expenses which may accrue against or be suffered by AJ Grant Group arising out of or in any way connected with the Services provided by the Contractor; and
 - ii. consequential losses arising directly or indirectly out of or in connection with this agreement.
- 4.5. The indemnity shall be a continuing indemnity notwithstanding the termination of this agreement.
- 4.6. If applicable, where the Contractor, its employees or its sub-contractor or its employees will be required to perform the Services in an area/facility which will involve contact with children for extended periods or in excess of 5 days, the Contractor will ensure all such personnel have a current and successful Working With Children Check ('WWCC') (or as described in other than State legislation) and are not subject to an interim bar from working with children prior to the commencement of the Service. The AJ Grant Group will require, where applicable, proof of the WWCC prior to commencement of the Services.
- 4.7. The Contractor will comply with all laws, Federal, State and Local pertaining to the Services.

- 4.8. All equipment required to be used to carry out the Services must be in good working order so as to enable the Services to be completed safely and efficiently and in accordance with all relevant safe work method statements.
- 4.9. The Contractor, and its directors, officers, employees, agents, sub-contractors and any other person engaged by it in the completion of the Services shall in all dealings with clients act in a manner consistent with the standards set in these terms and conditions and so as to ensure maximum client satisfaction.
- 4.10. Any materials and goods used to complete the Services shall be compliant with any relevant Australian Standard and Building Code, fit in all respects for their intended purpose and consistent with the character of the work in which they are used.
- 4.11. All materials used in the provision of the Services shall, unless otherwise agreed in writing, be new and undamaged.
- 4.12. Where a material specified or requested which is necessary to complete the Services, or included in a quotation, is not reasonably obtainable, the Contractor shall seek written approval for any substitution from AJ Grant Group prior to using any such substitute.
- 4.13. The Contractor must adhere to the terms outlined separately in the 'Timber Flooring Procedure and Terms' agreement.

5. Service Standards and Monitoring

- 5.1. AJ Grant Group will measure the performance of the Contractor using Key Performance Indicators developed internally by AJ Grant Group for this purpose and available to the Contractor on request.
- 5.2. Key Performance Indicators may be used by AJ Grant Group to assess the performance of the Contractor against other contractors over different periods or against established or proposed benchmarks.
- 5.3. AJ Grant Group will carry out site and client feedback audits on all jobs. Failure to provide a suitable standard of service and client satisfaction will result in immediate termination of this agreement and may see no further work offered to the Contractor.
- 5.4. The Contractor shall provide the Services in a professional, timely and diligent manner and in accordance with the provisions of these terms and conditions.
- 5.5. The Contractor will always be on time or contact the client to advise any changes to schedule.
- 5.6. Where required drop sheets and other precautionary measures will be used and the customer's home or business is to be left in a neat and tidy manner with all rubbish disposed of and no mess to be left.

6. Code of Conduct

- 6.1. The Contractor shall ensure it, its directors, officers, employees and agents and any sub-contractors, including their directors, officers, employees and agents of the sub-contractor, treat the AJ Grant Group' Representatives and clients with courtesy and respect at all times, including but not limited to, the following:
- i. be suitably attired, wearing a company uniform if one exists;
 - ii. conducts themselves in a manner which does not cause offence to any other person on site or nearby the site;
 - iii. abide by the customer requests where reasonably practicable and generally upholds the good name of AJ Grant Group;
 - iv. does not smoke, swear or otherwise engage in activities that could cause discomfort for the home owner and/or occupant and tarnish the reputation of AJ Grant Group;
 - v. manage complaints and conflict in a polite, courteous and respectful demeanour;
 - vi. where the complaint relates to the Services or undertaking completed by the Contractor or its representatives, the Contractor must immediately notify AJ Grant Group, providing a detailed account of the circumstances surrounding the complaint. Where required the Contractor will follow any direction from AJ Grant Group to resolve this complaint where reasonably practicable;
 - vii. the Contractor or their representative must advise AJ Grant Group as soon as possible if:
 - there appears to be a customer satisfaction issue or concern; or
 - it is aware of something relating to its business that may adversely impact on customer satisfaction;
 - viii. the Contractor and its representatives must not do anything that adversely affects the reputation of AJ Grant Group or their clientele.

7. Compliance with Laws and Standards

- 7.1. The Contractor shall comply with all applicable laws, Federal, State and Local, including but not limited to, all WHS Laws, the National Construction Code and Australian Standards pertaining to the Service to be completed. It is the Contractor's responsibility to ensure all directors, officers, employees, agents and their sub-contractors are maintaining compliance with the latest editions of legislation and standards. Failure to comply with these obligations constitutes a fundamental breach of this agreement.

8. Consultation and Cooperation

8.1. The Contractor must cooperate and consult with AJ Grant Group:

- i. if it is unsure of what is required under this agreement and Terms and Conditions;
- ii. on any discrepancies identified on documentation issued to the Contractor;
- iii. in advance if it is unable to complete the Services or meet any stipulated in the service request or schedule of works or within a reasonable time if no deadline has been specified.

9. Statements and Representations on Behalf of the AJ Grant Group

9.1. The Contractor must not make or purport to make any representations or statements on behalf of AJ Grant Group or its clients. Furthermore, nothing in this agreement shall be construed to constitute a partnership or joint venture between the parties or the relationship of principal and agent or of employer and employee.

10. Assistance in Proceedings

10.1. If requested by AJ Grant Group, the Contractor must provide evidence about the services and render all reasonable assistance to AJ Grant Group. AJ Grant Group will pay the required attendee's reasonable out-of-pocket expenses in providing such assistance.

11. Relationship with other industry parties

11.1. At the written request of AJ Grant Group, the Contractor must disclose any existing or previous relationships with industry peers. The Contractor must also advise AJ Grant Group if another industry peer terminates any relationship with it or refuses to deal with the Contractor within seven (7) days of that event.

12. Warranties

12.1. Warranty Guarantee

- i. The Contractor warrants to AJ Grant Group and the client, on the date of acceptance of these terms and conditions and on each subsequent engagement, that:
 - the Service will be performed in a proper and professional manner and in accordance with these terms and conditions and the applicable service request, scope of works and schedule of works;
 - all materials supplied will be in good condition and suitable for the purpose for which they are used and that, unless otherwise stated in the service request, will be new;
 - the Service will be done in accordance with, and will comply with, any applicable law;

- the Service will be done with due diligence and within the time stipulated in the service request and schedule of works, or if no time is stipulated in the service request or schedule of works, within a reasonable period of time; (together, the Warranty Guarantee).

12.2. Extension of Manufacturer's Warranty

- i. The Contractor warrants that all materials and parts supplied or installed by their employees and representatives are supplied or installed on the same terms and conditions as the applicable manufacturer's warranty.

12.3. Repair of Breach

- i. If the Contractor breaches any of the warranties in this clause the Contractor will, if required by the AJ Grant Group, promptly re-perform the Services in a manner that does not breach the warranties at no additional cost to AJ Grant Group. This remedy is without prejudice to any other right AJ Grant Group may be entitled to whether at law, in equity or otherwise.

12.4. Loss that flows from a breach by the Contractor

- i. In any addition to any other rights that AJ Grant Group may have, the Contractor acknowledges and agrees that a breach of these terms and conditions may cause serious damage to AJ Grant Group's reputation and may affect the procurement of future earnings. The Contractor agrees that AJ Grant Group is justified in seeking restitution for damage to reputation and loss of business resulting from a breach of these terms and conditions by the Contractor.

13. Defective Workmanship and/or Materials

13.1. If any Services performed by the Contractor, or parts or materials used by the Contractor or its representatives are defective or do not comply with the warranty guarantee or relevant legislative requirements and standards, or other provisions of these terms and conditions, subject to the customer's preference, AJ Grant Group will provide the Contractor the first option to fix the defect provided:

- i. it is practicable to do so; and
- ii. the AJ Grant Group believes the Contractor can safely and properly do so within a reasonable time.

13.2. If the Contractor is provided with first option to rectify the defect, the Contractor must rectify the defect:

- i. at its own expense and pay AJ Grant Group reasonable costs;
- ii. using a repair or replacement method agreed with the AJ Grant Group; and
- iii. with minimum inconvenience to the client.

13.3. If:

- i. AJ Grant Group has not given the Contractor the first option to rectify the defect; or
- ii. the Contractor does not agree to rectify the defect; or
- iii. the AJ Grant Group permits the Contractor to rectify the defect but subsequently believes the Contractor cannot safely and properly do so or do so within a reasonable time;

then AJ Grant Group may arrange for an alternate contractor to rectify the defect at the original Contractor's expense, and the Contractor must pay AJ Grant Group reasonable costs (if any) on AJ Grant Group request.

- 13.4. Upon receipt of a notice outlining defective works the Contractor will contact the client as per the time prescribed for 'emergency works' to arrange inspection and consult with AJ Grant Group to arrange correction of the defective works.
- 13.5. If the rectification of the defective works is not affected within the stipulated timeframe prescribed for 'emergency works', AJ Grant Group may, after providing seven (7) days' notice to the Contractor, have the defective works repaired by another person at the Contractor's expense.

14. Use of Sub Contractors

- 14.1. The Contractor is not authorised to sub-contract any of the Services unless the following has occurred:
 - i. the Contractor has obtained the prior written consent of the AJ Grant Group;
 - ii. the sub-contractor, their directors, officers, employees, agents and representatives are pre-qualified and compliant with or have viewed, agreed and comply with:
 - the AJ Grant Group WHS;
 - the Contractor Management System;
 - any client-specific on-boarding, induction, training and certification programs; and
 - the AJ Grant Group Privacy Policy;
 - iii. the sub-contractor, their directors, officers, employees, agents and representatives have not been found guilty of any criminal offence which, in the reasonable opinion of the AJ Grant Group, brings disrepute to its name and business and has completed the AJ Grant Group Criminal Declaration.
- 14.2. If the Contractor does not have any directors, officers, employees, agents, representatives, sub-contractors and/or employees, agents and representatives of the sub-contractor compliant with all of the AJ Grant Group requirements including, but not limited to, the WHS and Contractor Management System and/or client specific programs, the Contractor must contact AJ Grant Group prior to commencing any works and it will arrange for a registered AJ Grant Group contractor to attend site to complete these works.
- 14.3. Any deviation from this requirement could immediately result in the Contractor's removal from the AJ Grant Group contractor panel, immediate termination of the agreement to provide the Services by the Contractor and may lead to legal action to recover any loss suffered by AJ Grant Group.
- 14.4. Contractor's obligations - Subject to other provisions, the Contractor must only provide the Services through sub-contractors who satisfy the requirements set out in clause 14.1 above and who:
 - i. are licensed and comply with all laws, Federal, State and Local pertaining to the Services as described in the scope of works;
 - ii. have acknowledged and agreed to the AJ Grant Group terms and conditions;

- iii. have successfully completed the induction into AJ Grant Group WHS & Contractor Management System;
and
 - iv. have successfully completed any client-specific induction, training and certification programs.
- 14.5. Failure to comply with any or all of the above will:
- i. constitute a fundamental breach of this agreement;
 - ii. immediately result in the suspension of work and removal from the AJ Grant Group contractor panel;
 - iii. immediate termination of the agreement to provide the Services by the Contractor; and
 - iv. may lead to the commencement of proceedings to recover any loss suffered by the AJ Grant Group.
- 14.6. Experience and Skill - The Contractor warrants to the AJ Grant Group and will ensure that all directors, officers, representatives, agents and/or employees used by the sub-contractor will:
- i. be pre-qualified and compliant with all of the AJ Grant Group policies and procedures. For the avoidance of doubt, the sub-contractor cannot rely on another party's licence in performing their duties;
 - ii. be reputable, competent and experienced to provide the services; and
 - iii. be adequately managed and supervised at all times in order to properly perform their duties.
- 14.7. Training - the Contractor will:
- i. ensure the sub-contractors and/or employees and representatives participate in any AJ Grant Group induction and training programs where required;
 - ii. ensure the sub-contractors and/or employees and representatives participate in any client-specific induction and training programs where required.
- Failure to comply with this obligation will constitute a fundamental breach of this agreement.
- 14.8. Liability with respect to Sub-contractors - The Contractor is responsible and liable for:
- i. a sub-contractor's acts and omissions as if they were the acts and omissions of the Contractor;
and
 - ii. any penalties or fines incurred; and

- iii. any and all arrangements between the Contractor and a sub-contractor, the Contractor and any of its employees or a sub-contractor and any of its employees, including the payment of any amounts due to the sub-contractor or any such employees, any payroll tax or workers' compensation insurance premiums in respect of any such employees and any fines and penalties which may be payable in connection with the non-payment of such amounts. The Contractor, its directors, officers, employees, servants and agents will jointly and severally indemnify the AJ Grant Group in respect of any liability that may arise out of the conduct of the sub-contractors engaged by the Contractor.
- 14.9. Obligation to maintain insurance - The Contractor must at all times ensure that any sub-contractor they engage holds insurance policies with a reputable insurer with at least the amount of cover described below:
 - i. public liability insurance for an amount of not less than \$20 million per event;
 - ii. workers compensation insurance as required by law for its employees engaged in provision of the services; and;
 - iii. any other insurance required by the laws of, or recommended by the relevant industry association, in the State or Territory where the services are provided.
- 14.10. The Contractor will provide all relevant certificates of insurance obtained by any sub-contractor engaged to provide the Services on request in writing from the AJ Grant Group.
- 14.11. Discretion of AJ Grant Group – The AJ Grant Group may at any time and in their absolute and sole discretion request that the Contractor to cease using a sub-contractor to provide the Services and the Contractor must immediately comply with such request.

15. Priority

- 15.1. The Contractor acknowledges and agrees that it has been appointed to provide the Services in accordance with these terms and conditions on the expectation that when the Services are required, they will be supplied in a prompt and diligent manner in accordance with the reasonable timing requirements of AJ Grant Group.
- 15.2. If circumstances arise whereby the Contractor might be prevented from completing the Services in a timely manner in accordance with the reasonable timing requirements due to conflicting demands from other clients, the Contractor will complete the services under this agreement in priority to services provided to other clients.

16. Payment

- 16.1. Nothing in this agreement requires the AJ Grant Group to make any payment in respect of a service that is not performed in accordance with this agreement.
- 16.2. In the event AJ Grant Group has paid for any part or all of the Services that are unsatisfactory, the Contractor irrevocably authorises the AJ Grant Group to deduct this amount from future payments for any unsatisfactory or incomplete works, including all necessary rectification costs by other sub-contractors. Notification of such will be provided in writing.
- 16.3. The Contractor must use the BuildPRO RCTI system for submitting invoices.

- 16.4. The AJ Grant Group will not be liable for any payment to the Contractor for any Services completed without the Contractor first obtaining a written purchase order from the AJ Grant Group and complying with all its obligations under this agreement.
- 16.5. Subject to the clauses above, the Contractor will be paid 30-days from date of submitting invoice via BuildPRO, on the closest Thursday after the submitted date.
- 16.6. The Contractor must keep all receipts and invoices of any materials purchased in the provisions of the Services and, if requested, must produce those receipts and invoices to the AJ Grant Group.

17. Conflict of Interest

- 17.1. The Contractor shall not, for the duration of this agreement, either directly or indirectly be interested or concerned whether as a principal, partner, contractor, shareholder, director, agent or consultant or otherwise set up or engage in any business where this may interfere, conflict or compete with the interests of the AJ Grant Group or the provision of the Services.

18. Safe work Methods and Workplace Health and Safety

- 18.1. The AJ Grant Group is committed to a safe place of work for all its workers, including Contractors, their directors, officers, employees, agents, customers and clients. The bulk of our works are relatively small insurance repair works with minimal time spent onsite. It would be rare for an AJ Grant Group supervisor to be onsite at the same time as our contractors. We encourage anyone who has a safety issue to immediately contact the local AJ Grant Group office. We have a system for communicating and managing risk to identify issues before the Contractor attends site, via our pre-work safety check.
- 18.2. In order to comply with the Contractor's work, health and safety obligations it must ensure that it and any authorised sub-contractor, as a minimum, does the following:
 - i. review Pre-work Safety check when attending site;
 - ii. if you disagree, contact the relevant supervisor to discuss the issue;
 - iii. complete tool box talk with your staff as required prior to commencing work;
 - iv. complete the requisite SWMS as required;
 - v. keep a copy of Pre-work safety check and SWMS for each job and produce them when required;
 - vi. answer the WHS Statement questions on the portal;
 - vii. comply with all WHS requirements;
 - viii. on completion of all works, upload photographic evidence of the installed and/or used safety equipment;

- ix. if at any stage the Contractor or authorised sub-contractor has any safety concerns – DO NOT continue with the job – contact the project manager immediately.
- 18.3. The Contractor will provide for its directors, officers, employees, sub-contractors and agents a safe environment from which to conduct the Services. A failure to provide the safe environment will constitute a fundamental breach of this agreement.
- 18.4. The Contractor must have a process in place to ensure its directors, officers, employees and agents and any sub-contractors used have relevant licences, training and adhere to SWMS and any other safety requirements.
- 18.5. The Contractor warrants that it can comply with any WHS Law relevant to the Services whilst contracted to the AJ Grant Group including, but not limited to:
 - i. the Contractor has established documentation which details the WHS requirements:
 - processes for identifying, controlling and monitoring of risks;
 - ii. processes for ensuring the relevant training of its employees along with how its employees are provided with information and supervision required to conduct their work safely (with due consideration to any mandatory training that must be provided under WHS Law);
 - iii. processes for the safe purchase and ongoing maintenance and inspection of plant and equipment; and
 - iv. processes for ensuring that the contractor adequately verifies the existence of safety systems of its sub-contractor.
- 18.6. The Contractor must immediately inform the AJ Grant Group upon discovery of any matters that may compromise the health and safety of any person (including representatives of AJ Grant Group and the sub-contractors) or their property.

19. Confidentiality, Privacy and Intellectual Property

- 19.1. The Contractor agrees to keep Confidential Information secure and concealed except to the extent that it is required by law to disclose it.
- 19.2. The Contractor agrees to take all responsibility and necessary precautions to prevent disclosure of that Confidential Information.
- 19.3. The Contractor agrees not to use, copy or record the Confidential Information except as is strictly necessary in the ordinary and proper course of its business.
- 19.4. The Contractor agrees not to disclose the Confidential Information to any third party, including but not limited to clients or their insurers, without first obtaining the written consent of AJ Grant Group and having ensured that the third party agrees to keep the information confidential.
- 19.5. The Contractor will ensure that its directors, officers, employees, agents and any sub-contractors comply with all laws relating to the privacy of information particularly information relating to customers.

- 19.6. The Contractor will be provided with a single username and password login for the BuildPRO System. The Contractor is responsible for ensuring the privacy and security of their login information. Any prices, quotes or other details submitted using the Contractor's username and password will be deemed by AJ Grant Group to be that of the company and treated as such. The Contractor is responsible for the security and changing of their password and will be liable and bound for any actions of current or past employees in all regards of system usage.
- 19.7. The duties of the Contractor pursuant to this clause continue following the termination of this agreement.
- 19.8. Any new idea, invention, improvement or work in which copyright subsists, or that could be registered as a patent, trademark, design or any other form of intellectual property protected by law that the Contractor creates, develops or helps develop during the provision of the Services will belong to the AJ Grant Group.
- 19.9. The Contractor shall, if and whenever required to do so by the AJ Grant Group at its expense, assist the AJ Grant Group in applying for patent and other equivalent protection for such discovery, invention, process or improvement referred to above and execute all such instruments and do all things necessary for vesting in the AJ Grant Group as sole beneficial owner (or to such other person as the AJ Grant Group may specify) of all intellectual property rights as referred to above.

20. Termination

- 20.1. This agreement continues until the particular Services for which the Contractor has been engaged are completed or if terminated earlier in accordance with the provisions of this agreement. For the avoidance of doubt, this agreement will only operate for each specific engagement.
- 20.2. However, this agreement can be terminated on the following basis:
- i. by either party on the provision of four (4) weeks notice in writing;
 - ii. by the AJ Grant Group without notice:
 - if at any time the Contractor or any of its directors, officers, employees or agents, or permitted sub-contractors and their directors, officers, employees and agents:
 - is or becomes in breach of any of the terms and conditions of this agreement;
 - is or becomes incompetent in the performance of the Contractor's duties under this agreement;
 - is or becomes significantly absent or neglectful of the Contractor's duties under this agreement;
 - acts dishonestly in relation to any matters in this agreement or relating to any Services provided;
 - is or becomes involved in a sexual harassment claim;
 - is charged with a criminal offence which, in the reasonable opinion of the AJ Grant Group, brings disrepute to its name and business;
 - is in breach of the AJ Grant Group Code of Conduct;

- If found to be accessing a site without proper authorisation, attempting to work without proper supervision or breaching duty or obligation pursuant to any WHS Law or other Act or regulation.

20.3. Actions on Termination

i. If this agreement is terminated then the Contractor must do the following:

- advise the AJ Grant Group in writing of the current status of all Services being provided;
- advise the AJ Grant Group in writing what further Services must be provided to comply with the scope of works and to complete the provision of the Services;
- render all reasonable assistance to the AJ Grant Group to complete the scope of works.

20.4. On the termination of this agreement the AJ Grant Group is entitled to deduct from any monies outstanding to the Contractor all reasonable costs of another entity to complete the scope of works and Services.

21. Miscellaneous Provisions

- 21.1. If any GST or any other tax applies to the Services, the Contractor will ensure that the appropriate amount is payable by the AJ Grant Group to the Contractor and will issue a valid tax invoice.
- 21.2. The Contractor and any director, officer, employee and any sub-contractor may be subject surveillance, including tracking surveillance by way of GPS through the work health and safety application in the performance of the Services. The Contractor understands and agrees to that surveillance being conducted forthwith.
- 21.3. This agreement is governed by the laws of the New South Wales and the courts of New South Wales will have non-exclusive jurisdiction to adjudicate any disputes.
- 21.4. These terms and conditions replace any previous agreement governing the relationship between the Contractor and the AJ Grant Group.
- 21.5. All previous negotiations, understandings, representations, warranties, memoranda or commitments in relation to, or in any way affecting, the subject matter of this agreement are merged in and superseded by this document.
- 21.6. This document embodies the entire understand and agreement between the parties as to the subject matter of this document.