

Terms and Conditions - Purchase Order Level 2 (with Site access)

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Mardie Minerals Pty Ltd (BCI)
(ACN: 152 574 457)

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XXXXXXXX
(ABN: XXXXXXXXXX)

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1. Definitions and Interpretation

a. In the Contract, unless the context requires otherwise:

'Authority' means any government or governmental, semi-governmental, administrative, municipal, fiscal or judicial body, department, commission, authority, tribunal, agency or entity.

'BCI' means the BCI entity identified in the Purchase Order.

'BCI IP' means any Intellectual Property Rights of BCI (or licensed to BCI by a third party) which BCI makes available, contributes, brings to or uses in connection with the Contract.

'BCI's Property' means any plant, equipment, tools, appliances, materials, drawings, data, specifications or other property and items that BCI provides to the Supplier to enable it to perform the Supplier's Obligations, including the equipment set out in Schedule 1.

'Completion' means:

- i. the Deliverables have been supplied and are substantially in accordance with the requirements of the Contract, except for minor Defects which do not prevent the Deliverables from being reasonably capable of being used for their intended purpose;
- ii. the Deliverables have passed all completion tests (if any) described in the Contract for the purposes of determining whether the Deliverables are Complete (or, where no such tests are set out in the Contract, any tests which are commonly required for deliverables of the same nature of the Deliverables have been carried out and passed); and
- iii. all warranties, certificates, approvals, manuals, documents and other information required under the Contract for Completion to be achieved have been supplied to BCI,

and **'Complete'** has a corresponding meaning.

'Confidential Information' means the Contract and all information (regardless of its form) which is disclosed directly or indirectly by BCI to the Supplier or Supplier's Personnel which is treated or designated as confidential, or which the Supplier or the Supplier's Personnel ought to know is confidential, but does not include information which is or becomes public knowledge (other than by the Supplier's disclosure or breach of the Contract).

'Contract' means the Purchase Order, these standard terms and conditions for the Purchase Order and any schedules (including any annexures to any schedules) attached to, or incorporated by reference in, the Purchase Order or these standard terms and conditions.

Corporate Social Responsibility Obligations means the Supplier's obligations set out in Schedule 8.

'COVID-19' means the coronavirus disease identified by the World Health Organisation on 11 February 2020 as COVID-19 and declared a pandemic by the World Health Organisation on 11 March 2020, and includes any and each mutation, variant or strain of the virus that causes the disease.

'Date for Completion' means the date for Completion specified in Schedule 1.

'Date for Delivery' means the date for delivery of the Goods specified in Schedule 1.

'Date of Completion' means the date that the Deliverables are Complete.

'Date of Delivery' means the date on which the Goods are delivered to the Delivery Point.

'Defect' in respect of a Deliverable, means any aspect of the Deliverable not in accordance with the Contract, or any damage, deficiency, fault or inadequacy in design, performance, workmanship, quality or makeup, and **Defective** has a corresponding meaning.

Defects Liability Period means a period of 12 months commencing:

- i. in respect of the Goods, on Date of Delivery; and
- ii. in respect of the Services, on the Date of Completion,

and, where relevant, any additional period of time specified in accordance with clause 15c.

'Deliverables' means each deliverable, including Goods or Services (or both), to be supplied by the Supplier under the Contract.

'Delivery Point' means the place identified under the heading, 'Delivery Instructions' in the Purchase Order or if no place is specified, as directed by BCI for delivery of the Goods.

'Equipment' means the equipment, mobile plant, tools, appliances and other property supplied by the Supplier for the purpose of supplying the Goods and / or performing the Services.

'Excluded Loss' means any loss of production, loss or revenue, loss of profit, loss of business reputation, business interruptions, loss of opportunities, loss of anticipated savings or wasted overheads.

'Force Majeure' means any of the following occurring in Australia:

- i. act of God, including cyclone, flood, earthquake, tsunami, bushfire, volcanic activity and sandstorm;
- ii. epidemic or quarantine by order of an Authority;
- iii. war, invasion, act of foreign enemies, hostilities (whether war is declared or not), civil war, act of terrorism, rebellion, riot, revolution, insurrection, martial law or confiscation by order of any Authority;
- iv. ionising radiations or contamination by radioactivity from nuclear fuel or nuclear waste resulting from the combustion of nuclear fuel; and
- v. industrial action or dispute which affects Western Australia or Australia generally and is not directed at the affected party or any of its Personnel,

to the extent it:

- vi. was not caused by an act or omission of the affected party or its Personnel;
- vii. was beyond the reasonable control of the affected party or its Personnel; and
- viii. could not have been avoided or overcome by the affected party or its Personnel taking reasonable precautions or steps.

'Good Industry Practice' means the practices, methods and acts engaged in or approved by a person which, in the conduct of its undertaking, exercises that degree of due diligence, prudence and foresight reasonably and ordinarily exercised by skilled and experienced persons, and in respect of the Supplier, performance as would ordinarily be expected of a competent contractor.

'Goods' means the goods identified in the Purchase Order to be delivered by the Supplier and includes any part of the specified goods.

'Gross Negligence' means a negligent act or omission resulting from a conscious or reckless disregard or indifference.

'GST' means goods and services tax or similar value added tax levied or imposed in Australia pursuant to *A New Tax System (Goods and Services Tax) Act 1999* (Cth).

'Health and Safety Management System' means BCI's health and safety management system set out in Schedule 7, as may be updated by BCI from time to time.

'HSMS' means the Supplier's health and safety management system which outlines the roles and operating procedures for the supply of Goods and performance of Services on the Site, so as to secure the health and safety of all persons affected by the work and services performed by or on behalf of the Supplier under the Contract.

'Insolvency Event' means, in respect of the Supplier, the following events: appointment of an administrator, appointment of a liquidator, appointment of a provisional liquidator, appointment of a controller (including any receiver or receiver and manager), insolvency, bankruptcy, winding up or any event analogous to these events.

'Intellectual Property Rights' means all intellectual and industrial property rights, including trade marks, copyright (including future copyright), inventions, patents, designs,

circuits and other eligible layouts, database rights, including any application or right to apply for registration of any of these rights.

'Invoice' means an invoice submitted by the Supplier in accordance with clause 17 which meets the requirements of a Tax Invoice for the purposes of *A New Tax System (Goods and Services Tax) Act 1999* (Cth).

'Law' means any law in force in Australia, whether common law, equity or any law under any statute, subordinate legislation, ordinance or code.

'Licence Instrument' has the meaning given in Schedule 5.

'Licence to Operate' has the meaning given in Schedule 5.

'Party' means BCI or the Supplier and **'Parties'** means both of them.

'Personnel' means:

- i. in relation to the Supplier, any of its employees, agents or representatives, and any Related Body Corporate or Subcontractor, and any of their respective employees, agents and representatives, involved either directly or indirectly in the supply of the Deliverables; and
- ii. in relation to BCI, any Related Body Corporate, and any of their respective employees, agents or representatives (but excludes the Supplier's Personnel).

'Personal Information' has the meaning given in the Privacy Act.

'Policies and Procedures' means BCI's policies and procedures that are:

- i. available on BCI's website or intranet;
- ii. provided by BCI to the Supplier in any format; and / or
- iii. set out or referred to in Schedule 6 of the Contract (if any),

(or any combination of the above) as amended and varied from time to time.

'PPSA' means the *Personal Property Securities Act 2009* (Cth).

'PPS Law' means:

- i. the PPSA; and
- ii. any amendment made at any time to the *Corporations Act 2001* (Cth) or any other legislation as a consequence of the PPSA.

'Price' means:

- i. where the Purchase Order states that the Price is based on a lump sum or lump sums, that lump sum or the aggregate of the lump sums;
- ii. where the Purchase Order states that the Price is based on rates, the sum ascertained by multiplying those rates by the quantities properly supplied in accordance with this Purchase Order;
- iii. where the Purchase Order states that the Price is based on a lump sum or lump sums and rates, the aggregate of the lump sum or lump sums and the sum ascertained by multiplying the rates by the quantities properly supplied in accordance with this Purchase Order; or
- iv. where none of paragraphs (i), (ii), or (iii) of this definition applies, the price for the Deliverables (exclusive of GST) set out in the Purchase Order.

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

'Processing' means, in relation to information, collecting, holding, using, disclosing, transferring, storing, accessing, viewing, destroying and any other operation which may be performed upon the information and **'Processes'** will be interpreted accordingly.

'Project' means the Mardie Salt & Potash Project.

'Purchase Order' means the purchase order issued by BCI to the Supplier in respect of the supply of the Deliverables, and includes any schedules, specifications or drawings that may be contained in it or annexed to it.

'Related Body Corporate' has the meaning given to the term 'related body corporate' in the *Corporations Act 2001* (Cth).

'Representative' means the persons appointed by BCI and the Supplier to act on its behalf respectively in relation to the Contract as notified to the other party.

'Schedules' means the schedules attached to this Purchase Order and forming part of the Contract.

'Services' the services identified in the Purchase Order that are to be performed by the Supplier, including the delivery of any goods and performance of services ancillary to the Services.

'Site' means the location where the Services will be performed or the Goods will be used or stored by BCI, as set out in the Purchase Order, or as otherwise advised by BCI.

'Site Manager' means in respect of:

- i. a Site which is a 'mine' as that term is defined in the *Work Health and Safety (Mines) Regulations 2022* (WA), the person appointed from time to time as the 'site senior executive' or other 'Schedule 26 position' or 'key statutory position' (as applicable) at the Site for the purposes of the *Work Health and Safety (Mines) Regulations 2022* (WA); or
- ii. any other Site, any person appointed by BCI from time to time as the manager of the Site.

'Subcontractor' means any person engaged by the Supplier to supply all or any part of the Deliverables.

'Supplier' means the supplier identified in the Purchase Order.

'Supplier IP' means any Intellectual Property Rights of the Supplier (or Intellectual Property Rights licensed to the Supplier by a third party) which:

- i. is in existence before the date of the Contract or comes into existence after the date of the Contract other than in connection with the Contract, the Goods or the Services; and
- ii. which the Supplier makes available, contributes, brings to or uses in connection with the Contract.

'Supplier LTO Obligations' has the meaning given in Schedule 5.

'Supplier LTO Obligations Register' has the meaning given in Schedule 5.

'Supplier's Obligations' means all of the Supplier's obligations under the Contract.

'Taxes' means any present or future tax, royalty, levy, impost, deduction, assessment, charge, excise, fee, withholding or duty of any nature imposed, assessed, charged, levied or collected by any government agency or other body authorised by Law, but does not include GST.

'Term' means the period from the date of the Purchase Order until the Date of Completion.

'Variation' means any addition, reduction or other change to any part of the Goods or Services (or both, where applicable) to be supplied or performed under the Contract.

'Variation Notice' means a notice issued by BCI under clause 23d directing the Supplier to carry out a Variation requested under clause 23b.

'Variation Proposal' means a written proposal from the Supplier which sets out the Supplier's additional costs or savings and the effect on the Goods Date for Delivery or the Services Date for Completion (as applicable) for performing a Variation requested under clause 23b.

b. The following rules apply unless the context requires otherwise:

- i. specifying anything after the words 'include' or 'for example' or similar expressions does not limit what else is included;
- ii. a reference to the Contract means the Contract as amended, novated supplemented, varied or replaced from time to time;
- iii. a reference to any legislation includes all sub-ordinate legislation made under that legislation and amendments, consolidations, replacements or re-enactments of any of them;

- iv. words importing the singular include the plural (and vice versa);
- v. headings are for convenience only and do not affect the interpretation of the Contract;
- vi. a reference to any Party includes that Party's executors, administrators, substitutes, successors and permitted assigns;
- vii. a reference to a clause, Party, schedule or attachment is a reference to a clause, Party, schedule or attachment to the Contract;
- viii. where any word or phrase is given a defined meaning, any other part of speech or other grammatical form of that word or phrase has a corresponding meaning;
- ix. references to '\$' and 'dollars' are to the lawful currency of the Commonwealth of Australia;
- x. a reference to 'day', 'month', 'quarter' or 'year' is a reference to a calendar day, calendar month, a calendar quarter or a calendar year;
- xi. no rule of construction applies to the disadvantage of a Party on the basis that the Party was responsible for the preparation of the Contract or any part of it; and
- xii. Part 1F of the *Civil Liability Act 2002 (WA)* does not apply to the Contract.

2. Supply of Goods and Services

- a. The Supplier must perform the Supplier's Obligations and supply the Deliverables to BCI in accordance with the Contract.
- b. Unless expressly agreed to in writing by BCI, to the extent permitted by Law, no other terms or conditions, including the Supplier's own terms and conditions even where they have been provided to BCI or signed by a representative of BCI, will apply or have any legal effect in connection with the supply of the Deliverables or the performance of the Contract.

3. Supplier's Obligations

- a. The Supplier must, and must ensure that all Supplier's Personnel, in performing the Supplier's Obligations:
 - i. comply with all applicable Laws, applicable Policies and Procedures, and any reasonable instructions given by BCI;
 - ii. comply with all Corporate Social Responsibility Obligations;
 - iii. not interfere with BCI's activities or the activities of any other person at the Delivery Point, Site or any place where the Supplier provides the Services;
 - iv. carry out and perform the Supplier's Obligations in accordance with Good Industry Practice;
 - v. unless otherwise set out in the Contract, supply all plant, resources and Equipment necessary to perform the Services;
 - vi. provide all such information and assistance as BCI reasonably requires.
- b. The Supplier must:
 - i. provide all things and take all necessary measures to protect:
 - A. the health, safety and welfare of all personnel involved in the supply and performance of the Supplier's Obligations, including BCI's Personnel, Supplier's Personnel and third parties; and
 - B. the environment; and
 - ii. carry out and perform the Supplier's Obligations in a safe manner and in a way which does not prejudice safe working practices, safety and care of property or continuity of work.

4. Supplier's Personnel

- a. The Supplier must:
 - i. engage all personnel necessary for the supply of the Goods and Services; and

- ii. employ or cause to be employed only personnel that are diligent, skilled and experienced to the degree ordinarily expected of personnel engaged in the supply of goods and / or services similar to the Goods and Services, acting in accordance with Good Industry Practice.
- b. No Supplier's Personnel may commence work on Site unless they have attended, at the Supplier's expense, BCI's induction courses, including Site induction.
- c. The Supplier must, if requested by BCI, ensure that any Supplier Personnel that, in BCI's reasonable opinion:
 - i. has engaged in illegal, fraudulent or negligent conduct;
 - ii. has performed the Supplier's Obligations whilst under the influence of alcohol or illegally obtained drugs;
 - iii. does not satisfy, or has not acted in a manner which satisfies, the standards required by clause 14b; or
 - iv. is otherwise a risk to the safety of any person, property or the environment,
 has no further involvement in the performance of the Supplier's Obligations without BCI's prior written consent and will promptly remove such Supplier Personnel from the Site.
- d. BCI is not liable to the Supplier for any loss or claim arising from the removal of any Supplier Personnel from the performance of the Supplier's Obligations or the Site under clause 4, and to the extent permitted by Law, the Supplier:
 - i. waives all rights of recourse against BCI in respect of; and
 - ii. indemnifies BCI from and against, any such loss or claim.

5. Time for performance

- a. The Supplier must:
 - i. perform the Supplier's Obligations diligently, with due expedition and without delay;
 - ii. comply with the approved program set out in Schedule 4;
 - iii. deliver the Goods in full to the Delivery Point at the times stated in the Contract; and
 - iv. achieve Completion by the Date for Completion.
- b. If the Supplier considers that the Date for Completion has been, or is likely to be, delayed, the Supplier must immediately give BCI notice of the delay, including details of the nature, cause and the likely extent of the delay.

6. Site access

- a. BCI grants to the Supplier a non-exclusive and non-assignable licence to access the Site during the Term to perform the Supplier's Obligations in accordance with the Contract.
- b. The Supplier must comply, and must ensure that the Supplier's Personnel comply, with:
 - i. the site requirements for the Site that BCI advises the Supplier of from time to time, including completion of a Site induction (at the Supplier's cost); and
 - ii. any direction of BCI relating to those site requirements.
- c. The Supplier must:
 - i. at all times when on Site, immediately report to BCI any:
 - A. safety, aboriginal heritage or environmental incidents of any kind, including potential incidents;
 - B. any damage to property; and
 - ii. clean up at its own cost any damage to the environment, any property or the Site caused by it or

its Personnel in connection with the performance of the Supplier's Obligations.

7. Receipt, inspection and acceptance of Goods and Services

- a. The Supplier must allow BCI or a representative of BCI, at all reasonable times, to inspect, examine, review and witness tests of the Deliverables, or the performance of the Services, and to carry out site inspections at the Supplier's premises or wherever the Goods are stored or in the course of manufacture.
- b. Acceptance of the Deliverables occurs on the earlier of:
 - i. a representative of BCI notifying the Supplier in writing that the Deliverables have been accepted; or
 - ii. the lapse of 28 days after delivery of the Goods to the Delivery Point without BCI notifying the Supplier in writing that the Goods have been rejected.
- c. If BCI notifies the Supplier in writing that the Goods have been rejected prior to the expiry of the period specified in clause 7bii, the Supplier must, at its cost (including costs of collection and redelivery if applicable), promptly rectify or replace the Goods so that the requirements of the Contract are met. BCI has no liability to pay for Goods that are subject to a notice of rejection.
- d. Signed delivery documents are only confirmation of the number of packages or cartons delivered and will not constitute acceptance by BCI of the Goods.
- e. BCI is not obliged to accept delivery of the Goods to the Delivery Point prior to the Date for Delivery.
- f. Acceptance of the Deliverables by BCI does not constitute approval of the Deliverables or prejudice any claim BCI may have in connection with the Deliverables.

8. Packaging and marking

- a. The Supplier must ensure that the Goods are suitably packed in accordance with Good Industry Practice, to avoid damage in transit or in storage.
- b. Packaging must be designed to facilitate inspection and repacking for on-forwarding and storage.
- c. All Goods, delivery notes and other relevant documents must be clearly marked with the number of the Purchase Order pursuant to which those Goods were ordered, the material number (where applicable) and the Delivery Point specified in the Purchase Order.
- d. Failure to comply with this clause 8 entitles BCI to reject the Goods and return them to the Supplier, at the Supplier's expense.
- e. Prior to delivery or included within the packaging of the Goods at delivery of any Goods, the Supplier must provide to BCI all safety information, instruction manuals and other necessary or relevant data relating to BCI's use of the Goods, including material safety data sheets.

9. Risk and title

- a. Title to the Goods will pass from the Supplier to BCI upon the earlier of:
 - i. payment of the Price; and
 - ii. the Goods being delivered to the Delivery Point.
- b. The Supplier bears all risk in the Goods until acceptance of the Goods occurs in accordance with clause 7b, at which time risk passes to BCI.
- c. The Supplier warrants that title in the Goods will be transferred to BCI in accordance with clause 9a without any liens, charges, security interests or encumbrances.
- d. If BCI notifies the Supplier in writing that the Goods have been rejected prior to the expiry of the period specified in clause 7bii, then risk does not pass to BCI until the Supplier rectifies or replaces the Goods in accordance with clause 7c.
- e. Subject to clause 9b, risk and title in the Deliverables passes to BCI on the Date of Completion.

10. Health and Safety Management System

- a. The Supplier must at all times comply with either:
 - i. its HSMS as approved by BCI; or
 - ii. where the Supplier does not have an HSMS, the Health and Safety System.
- b. The HSMS must not be inconsistent with the Health and Safety Management System and must be compatible with it such that it can, where there is a requirement to operate under a single safety and health management system, enable that to be achieved.
- c. The Supplier warrants that all Supplier's Personnel have been trained, and are competent and qualified to comply with its HSMS, or where clause 10a(ii) applies, with the Health and Safety Management System.
- d. The Supplier warrants that the HSMS provided to BCI, complies with all Laws related to health and safety.
- e. To the extent that there is any discrepancy between the Health and Safety Management System (where applicable) and the HSMS:
 - i. the Health and Safety Management System applies;
 - ii. the Supplier must immediately notify BCI of such discrepancy; and
 - iii. as soon as practicable after becoming aware of the discrepancy the Supplier must propose an appropriate amendment to the HSMS so that such discrepancy is eliminated. Any change to the HSMS must first be agreed to by BCI in writing and will not constitute a variation.
- a. If the Supplier prepares, or is requested by BCI to prepare, a revised HSMS, the revised draft HSMS must be submitted to BCI for approval.
- b. Without limiting the Supplier's other obligations under the Contract, the Supplier must notify BCI and the Site Manager as soon as practicable, but in any event pursuant to the Policies and Procedures, of any accident, injury, loss or damage which occurs at the Site.

11. Licence to Operate and Supplier LTO Obligations

- a. The Supplier acknowledges the:
 - i. importance to BCI and the Project of the preservation of BCI's Licence to Operate; and
 - ii. obligations on BCI under the Licence Instruments, as back to backed to the Supplier in the Supplier LTO Obligations Register.
- b. The Supplier must comply, and must ensure that each Supplier's Personnel complies, with the Supplier LTO Obligations at all times in the performance of the Supplier's Obligations.

12. Industrial relations

The Supplier is responsible for:

- a. all industrial relations and employee relations management associated with all of the Supplier's Obligations;
- b. all time and cost implications arising out of or in connection with the management of all industrial relations matters or industrial actions relating to the Supplier's Obligations or the Site;
- c. all time and cost implications of the management of industrial relations; and
- d. using reasonable endeavours to maintain a harmonious industrial environment at the Site.

13. Equipment

- a. The Supplier agrees to supply the Equipment at its own risk and expense and to maintain such Equipment in a safe, operable, good working condition.

- b. BCI may reject any item of Equipment which it determines is unsafe or unsuitable for the purposes of the Contract. If any Equipment is rejected then it must be either repaired or replaced to the satisfaction of BCI within a time period specified by BCI in writing. The Supplier must provide all spare parts and consumable items for the Equipment.
- c. The Supplier must not use any of BCI's Property or remove BCI's Property from the Site without BCI's prior written consent.
- d. BCI's Property must only be used for the purposes of performing the Supplier's Obligations, and must be maintained and used in accordance with the manufacturer's specifications and operating instructions.
- e. The Supplier bears the risk in BCI's Property from the time it is supplied by BCI until BCI's Property is returned into the custody and control of BCI, unless such BCI Property is incorporated into the Deliverables, in which case risk in that BCI Property passes to BCI on the Date of Completion.

14. Warranties

- a. The Supplier warrants that the Deliverables will:
 - i. conform to the description and standards specified in the Contract;
 - ii. be free from Defects;
 - iii. be fit for their intended purpose as stated in, or as reasonably ascertainable from, the Contract and to the extent that the Deliverables include design Services, the works being designed will be fit for their intended purpose as stated in, or as reasonably ascertainable from, the Contract;
 - iv. the Deliverables will, if the Supplier gave BCI samples of the Goods, demonstrations of the Services, or represented that a result could be achieved by the Services before BCI entered into the Contract, correspond in nature and quality with the samples and demonstrations (as applicable) or the services that achieved that result (as the case may be); and
 - v. (in relation to any Goods) be new and of merchantable quality.
- b. The Supplier warrants that the Supplier's Personnel engaged in the supply of the Deliverables have all the necessary skills, training and qualifications to ensure full and proper supply of the Deliverables in accordance with the Contract.
- c. The Supplier must ensure that BCI has the full benefit of any manufacturer's warranties that may be applicable to the Goods (and the Supplier must, at its cost, pursue any manufacturer's warranties on BCI's behalf if BCI requests).

15. Defects

- a. At any time following delivery of any Goods or performance of Services, and prior to the expiry of the Defects Liability Period, the Supplier must, at its cost and at BCI's direction, promptly rectify all Defects (other than a Defect caused by the negligence of BCI).
- b. If BCI directs the Supplier to rectify a Defect and the Supplier fails to rectify that Defect within a reasonable time specified by BCI:
 - i. BCI may, without prejudice to any other rights BCI may have against the Supplier, rectify or engage another contractor to rectify the Defect; and
 - ii. the rectification costs incurred by BCI will be a debt due and payable on demand from the Supplier to BCI.
- c. Where any Defect has been rectified under the Contract, the rectification work will be subject to an additional Defects Liability Period commencing on the date the relevant rectification works are completed, to a maximum of 24 months in total.
- d. Nothing in this clause 14 prejudices any other right that BCI may have against the Supplier arising out of the failure of the Supplier to supply the Goods or perform the Services in accordance with the Contract.

- e. BCI has no liability to pay for Deliverables that are subject to a direction from BCI pursuant to clause 15a until the subject Defect has been rectified to the reasonable satisfaction of BCI.

16. Price

- a. In consideration of the Supplier supplying the Deliverables, BCI must pay the Supplier the Price.
- b. The Price is inclusive of all expenses and costs (including Taxes) relating to the Supplier's performance of the Supplier's Obligations, including packaging, freight, delivery, insurance, the cost of any miscellaneous services and compliance with the Contract, and no additional amounts will be payable by BCI.

17. Payment

- a. Subject to clause 17b, on or promptly after the later of the Date of Delivery of the Goods and the Date of Completion of the Services (as applicable), the Supplier must submit a payment claim or Invoice to BCI for the amount due to the Supplier.
- b. If agreed in writing by BCI, the Supplier may submit a payment claim or Invoice to BCI at the end of each month for any Services performed during that month or any previous month, provided those Services have not already been included in a previous payment claim issued to BCI.
- c. The Supplier must not submit more than one payment claim or Invoice each month.
- d. A payment claim or Invoice submitted under clause 17a or 17b must include:
 - vi. the Purchase Order number;
 - vii. a description of the Goods delivered (if any), including the quantity of Goods and the Date of Delivery;
 - viii. a description of the Services performed (if any);
 - ix. the amount being claimed for the Goods and the Services (as applicable);
 - x. the amount of any applicable GST;
 - xi. proof of delivery of the relevant Goods or completion of the relevant Services; and
 - xii. any further information reasonably requested by BCI.
- e. Within 10 business days after receipt of a payment claim or Invoice in accordance with clause 17d, BCI must assess the payment claim and may issue a payment schedule to the Supplier.
- f. Any payment schedule issued under clause 17e must identify the payment claim to which it relates (if any) and set out:
 - i. the amount claimed which is payable to the Supplier; and
 - ii. the reasons for any difference (including, if applicable, the reasons for withholding or setting off any amount).
- g. BCI may, at any time, issue a payment schedule correcting any error discovered in a previous payment schedule.
- h. The Supplier must, within 2 business days after receipt of a payment schedule from BCI under clause 17e or 17f, give BCI an Invoice for the amount specified in the payment schedule.
- i. Subject to clause 18, BCI must pay to the Supplier either:
 - i. the amount stated as due to the Supplier in a payment schedule within 8 business days after receipt of an Invoice in compliance with clause 17h; or
 - ii. the amount stated in any Invoice issued under clause 17d within 20 business days after receipt of an Invoice in compliance with clause 17d.
- j. Payment under this clause 17 will not be taken as proof or admission that all, or any part of, the Goods or the Services have been delivered or performed (as the case may be) to

the satisfaction of BCI, but will be taken to be payment on account only

18. Set-off

The Supplier agrees that BCI may:

- a. deduct from monies due to the Supplier any money due or which may become due from the Supplier to BCI under, or in connection with the Contract; and
- b. withhold payment of any amounts payable under the Contract pending resolution of any dispute;

19. GST

- a. If GST is imposed on any supply made by the Supplier in connection with the Contract, the Supplier may recover from BCI, in addition to the Price, an amount equal to the GST payable in respect of that supply.
- b. The Supplier must first provide BCI with an Invoice before BCI will pay the GST amount to the Supplier.

20. Assignment and subcontracting

- a. The Supplier must not assign or novate the Contract, or assign any other right, benefit or interest under the Contract to any person or entity without the prior written consent of BCI.
- b. The Supplier must not, without the prior written consent of BCI, which consent must not be unreasonably withheld, subcontract any of the Supplier's Obligations. Any consent to subcontract does not relieve the Supplier from any liability or obligation under the Contract.
- c. The Supplier is liable to BCI for the acts and omissions of any subcontractor, its personnel and the Supplier's Personnel as if they were acts or omissions of the Supplier.
- d. BCI may assign its rights or delegate any obligation in respect of the Contract or novate the Contract to a Related Body Corporate or a party financially capable of complying with BCI's obligations under the Contract, and the Supplier irrevocably consents to such assignment, delegation or novation. The Supplier will execute any document reasonably required to give effect to the assignment, delegation or novation.

21. Supplier's insurance

- a. Unless BCI agrees otherwise in writing, the Supplier must (at its own cost) effect and maintain with a reputable insurer and on terms consistent with prudent risk management:
 - i. **(plant and equipment) insurance** covering the Supplier's materials, plant and Equipment (if any) for their full replacement value;
 - ii. **(motor vehicle third party liability insurance)** for an amount of not less than \$30,000,000. The Supplier must, in addition, comply with all statutory requirements concerning the arrangement of compulsory motor vehicle third party liability insurance;
 - iii. **(workers' compensation insurance and employer's liability insurance)** which complies with applicable Laws, , including cover for common law liability and, for employer's liability, for an amount not less than \$50,000,000;
 - iv. **(public and product liability insurance):**
 - A. for public liability, for an amount of not less than \$50,000,000 in respect of each and every claim, unlimited as to the number of occurrences; and
 - B. for products liability, for an amount of not less than \$50,000,000 per claim and in the annual aggregate, which includes a cross liability clause, principal's indemnity extension and waiver of subrogation against BCI and its Related Bodies Corporate;
 - v. **(professional indemnity insurance)** where the Supplier is providing professional services, of not less than \$2 million for each claim and in the aggregate which must be maintained for a period of at least 7 years after the Date of Completion or the earlier termination of the Contract; and

- vi. any additional insurance required by an applicable Law or reasonably requested by BCI.

The Supplier must provide to BCI, within 3 business days of a written request, certificates of currency for each of the insurance policies required under this clause 21.

- b. Subject to clause 20b if the Supplier subcontracts any part of the Supplier's Obligations, then the Supplier must ensure that every Subcontractor effects and maintains insurances required under this clause 21, as appropriate for the work being performed by that Subcontractor, before the Subcontractor commences any of the Supplier's Obligations.
- c. If the Supplier fails to comply with any of its obligations under this clause 21, BCI may, by notice in writing to the Supplier, immediately suspend the Contract or refuse payment of any amount due to the Supplier until evidence of insurance required by this clause 21 is produced to BCI.

22. Indemnities and limits of liability

- a. The Supplier indemnifies BCI, each of BCI's Personnel and each of BCI's Related Bodies Corporate from and against any claims (including third party claims) and losses suffered or incurred by any of them arising out of, or in connection with, any negligent or wrongful act or omission of the Supplier or any of the Supplier's Personnel or the Supplier's presence on the Site. This indemnity will be proportionately reduced to the extent the claim or loss is caused by the negligence of BCI or BCI's Personnel.
- b. Neither Party is liable to the other for Excluded Loss.
- c. The exclusion of liability in clause 22b does not apply in respect of:
 - i. injury to, or illness or death of, any person;
 - ii. damage to, or loss or destruction of, any property;
 - iii. a breach of the party's obligations under the Contract relating to Intellectual Property Rights or confidentiality;
 - iv. liability for a third party's loss under an indemnity in clause 22a;
 - v. to the extent the liable party recovers insurance proceeds in respect of the liability from an insurance policy required to be effected in accordance with the Contract, or would have recovered insurance proceeds if it had complied with the Contract, complied with the terms of the relevant insurance policy, and taken all reasonable steps to diligently pursue any potential claim; or
 - vi. fraud, criminal offence, wilful default, wilful misconduct or Gross Negligence of the liable party or any of its Personnel.
- d. For the purposes of determining the amounts recoverable under clause 22cv, the exclusion of liability in clause 22b must be disregarded.

23. Variations

- a. The Supplier must not change the Deliverables, including an addition, reduction or omission to any part of the Deliverables except in accordance with this clause 23.
- b. If at any time BCI notifies the Supplier that it requires a Variation, the Supplier must promptly (and within no less than seven days) provide a Variation Proposal to BCI.
- c. The Supplier may initiate and submit a Variation Proposal to BCI for its convenience.
- d. If BCI accepts a Variation Proposal, BCI will issue a Variation Notice to the Supplier and:
 - i. the Supplier must then carry out the Variation;

- ii. the Price will be adjusted by the amount set out in the relevant Variation Proposal;
 - iii. if the Variation is in respect of the Services, the Services Date for Completion will be adjusted as set out in the Variation Proposal; and
 - iv. if the Variation is in respect of the Goods, the Date for Delivery will be adjusted as set out in the Variation Proposal.
- e. The Supplier will not be entitled, in any circumstances, to an adjustment to the Price or any extension of time except as set out in a Variation Notice.

24. Intellectual Property Rights

- a. Subject to clause 24c, the Supplier IP remains vested in the Supplier and the BCI IP remains vested in BCI.
- b. BCI will own all Intellectual Property that the Supplier creates in the performance of the Services and the supply of the Goods.
- c. The Supplier grants to BCI a non-exclusive, perpetual, royalty-free, irrevocable, transferable, sub-licensable licence (with the right to grant sub-licenses on the same terms) to use the Supplier IP to the extent necessary to use the Goods and the Services (as applicable).

25. Confidentiality

The Supplier must not use any Confidential Information or disclose any Confidential Information other than to any of the Supplier's Personnel who need to know the information to perform the Services or deliver the Goods, to the Supplier's legal advisers or where required by Law.

26. Privacy

Where the Supplier Processes Personal Information in connection with the Contract, the Supplier will:

- a. comply with the *Privacy Act*; and
- b. take all appropriate technical and organisational measures against unauthorised or unlawful Processing of Personal Information and against accidental loss, disclosure or destruction of, or damage to, Personal Information.

27. Force Majeure

- a. A Party whose performance of its non-financial obligations under the Contract is or will be affected by an event of Force Majeure must, if it wants to claim the benefit of a suspension under clause 27b, promptly give the other Party a written claim detailing:
 - i. the nature and extent of the event of Force Majeure; and
 - ii. the effect the Party reasonably expects the event of Force Majeure will have on its obligations under the Contract.
- b. If a Party gives notice under clause 27a, the Party's non-financial obligations under the Contract are suspended to the extent that the event of Force Majeure prevents or delays their performance.
- c. As soon as reasonably possible after an event of Force Majeure ceases to prevent or delay a Party's performance of obligations suspended under clause 27b, the Party must notify the other Party in writing and resume performance of those obligations.
- d. Each Party must take reasonable steps to mitigate or overcome the effects that an event of Force Majeure has on its obligations under the Contract.

28. COVID-19

- a. Notwithstanding any other provision of the Contract, the Supplier must allow for the impacts of COVID-19 on the performance of the Supplier's Obligations of which the Supplier is aware as at the commencement of the Purchase Order (or would have been aware had it made all reasonable enquiries).
- b. Without limiting clause 28a, the Supplier warrants that, immediately before the commencement of the Purchase Order, it obtained written notice from each Subcontractor regarding the impacts of COVID-19 on the performance of the Supplier's Obligations to be subcontracted to that Subcontractor of which

the relevant Subcontractor is aware (or would have been aware had it made all reasonable enquiries).

- c. The Supplier will not be entitled to make any claim as a result of the impacts of COVID-19 on the performance of the Supplier's Obligations to the extent the Supplier failed to allow for those impacts in breach of clause 28a.
- d. The Supplier must have in place, and comply with, and ensure its Personnel comply with:
 - i. BCI's COVID-19 Management Plan; and
 - ii. policies and procedures relating to the management of current and future epidemics, pandemics and public health emergency measures.
- e. The Supplier will not be entitled to make any claim as a result of the impacts of any quarantine or public health emergency measures to the extent the Supplier or its Personnel failed to have measures in place to manage and respond to future epidemics, pandemics and public health emergency measures in breach of clause 28d.

29. Termination

- a. BCI may terminate the Contract by notice to the Supplier:
 - i. at any time for any reason whatsoever on 24 hours written notice to the Supplier;
 - ii. immediately if the Supplier commits a breach of the Contract and fails to remedy that breach within the reasonable time period specified in a written notice of the breach from BCI or BCI, acting reasonably, does not believe the breach is capable of remedy; or
 - iii. immediately if an Insolvency Event occurs.
- b. On termination of the Contract, the Supplier must immediately cease performance of the Supplier's Obligations, promptly return to BCI any Confidential Information, property and documents which BCI owns or in which BCI has an interest, and comply with BCI's directions including any direction to protect BCI's property in the Supplier's possession.
- c. If the Contract is terminated under clause 29a.i:
 - i. BCI must pay the Supplier that part of the Price for any Supplier's Obligations performed prior to termination that have not already been paid by BCI; and
 - ii. the Supplier is not entitled to, and BCI is not liable for, any additional amounts whatsoever.
- d. Subject to clause 29c, termination of the Contract is without prejudice to the rights and obligations of the Parties under the Contract arising prior to the date the Contract is terminated or arising out of matters or circumstances occurring prior to that date.

30. Representatives

- a. Unless expressly provided otherwise, all directions or any permission given on behalf of BCI to the Supplier will be given by BCI's Representative (or BCI's Representative's delegate notified to the Supplier).
- b. The Supplier must comply, and ensure its Personnel comply, with the directions of BCI's Representative and Site Manager in relation to the Supplier's Obligations. In any matter pertaining to the safety of persons or property or the proper compliance with any Law which it is the Site Manager's duty to enforce, the Site Manager's decision will be final and any directions they may give must be obeyed in the manner directed.
- c. The Supplier's Representative will represent and act for the Supplier at all times during the Term. The Supplier is bound by the actions of the Supplier's Representative. Matters within the knowledge of the Supplier's Representative are deemed to be within the knowledge of the Supplier.

31. PPSA

- a. Words and phrases used in the Contract that have defined meanings in the PPS Law have the same meaning as in the PPS Law unless the context otherwise indicates.
- b. If BCI determines that the Contract (or a transaction in connection with it) is or contains a security interest for the purposes of the PPS Law, the Supplier agrees to do anything (including obtaining consents, signing and producing documents, getting documents completed and signed and supplying information) which BCI asks and considers necessary for the purposes of:
 - i. ensuring that the security interest is enforceable, perfected and otherwise effective; or
 - ii. enabling BCI to apply for any registration, complete any financing statement or give any notification, in connection with the security interest so that BCI has the priority required by it; or
 - iii. enabling BCI to exercise rights in connection with the security interest.
- c. If the Supplier holds any security interests for the purposes of the PPS Law and if failure by the Supplier to perfect such security interests would materially adversely affect the security interests BCI holds or affect its business, the Supplier agrees to perfect that security interest and to implement, maintain and comply in all material respects with, procedures for the perfection of those security interests. The Supplier must take all steps under the PPS Law to continuously perfect any such security interests including (without limitation) all steps necessary:
 - i. for it to obtain the highest ranking priority possible in respect of the security interest (such as perfecting a purchase money security interest or perfecting a security interest by control); and
 - ii. to reduce as far as possible the risk of a third party acquiring an interest free of the security interest (such as including the serial number in a financing statement for personal property that may or must be described by a serial number).
- d. Notwithstanding clause 25, neither BCI nor the Supplier will disclose information of the kind mentioned in section 275(1) of the PPSA and the Supplier will not authorise, and will ensure that no other party authorises, the disclosure of such information. This clause 31d does not prevent disclosure where that disclosure is required under section 275 of the PPSA because of the operation of section 275(7) of the PPSA.

32. Dispute resolution

- a. Neither Party may commence any action, bring any proceedings or seek any relief or remedy in a court, except interlocutory or equitable relief, from a court in respect of a dispute until they have complied with the dispute resolution process in accordance with this clause 32.
- b. If any dispute arises between the Parties, either Party must give written notice to the dispute to the other Party.
- c. A senior representative of each of the Parties will meet for the purpose of resolving the dispute within 21 days after the service of the notice provided under clause 32.
- d. If the dispute is not resolved within 28 days after the service of the notice provided under clause 32, then either Party may commence court proceedings.
- e. The Supplier must continue to perform its obligations under the Contract notwithstanding the existence of any one or more dispute(s).

33. Entire agreement

The Contract comprises the entire agreement between the Parties and supersedes all prior contracts, arrangements,

understandings or representations (if any) between the Parties in respect of its subject matter.

34. Survival

The provisions of clauses 14, 21, 22, 23, 25, 39 and 40 survive the termination or expiry of the Contract.

35. Governing law and jurisdiction

The Contract is governed by the law in force in Western Australia and each Party irrevocably submits to the non-exclusive jurisdiction of courts exercising jurisdiction in Western Australia.

36. No waiver

No waiver of or variation to the Contract will be binding on the Parties unless in writing signed by the Parties.

37. Rights cumulative

Except to the extent that the contrary intention expressly appears, the rights and remedies of BCI provided in the Contract are cumulative and do not exclude any rights or remedies provided by any Laws.

38. Discretion on consent

Where the consent, approval or agreement of a Party is required under the Contract, that consent, approval or agreement may be given conditionally or unconditionally or withheld by that Party in its absolute uncontrolled discretion, unless the Contract expressly provides otherwise.

39. Severability

Any provision in the Contract which is invalid or unenforceable will be ineffective to the extent only of that voidness or unenforceability without invalidating the remaining provisions.

40. Costs and stamp duty

Each Party must bear its own costs arising out of the negotiation, preparation and execution of the Contract. All stamp duty that may be payable, including any related fines and penalties, in any relevant jurisdiction on, or in connection with, the Contract must be borne by the Supplier.

41. Notices

Any notice or other communication relating to the Contract must be in writing, signed by or on behalf of the sender or its agent, and either hand delivered, sent by pre-paid post or emailed to the other Party at the address or email address set out in the Purchase Order or as otherwise notified by the relevant Party.

Schedule 1

Contract details

Item	Reference to Contract	Details
1. Price	cl. 1	
2. Date for Delivery	cl. 1	
3. Date for Completion	cl. 1	
4. Delivery Point	cl. 1	The Supplier must deliver the Deliverables on the Project Site.
5. BCI's Property	cl. 1, 13	Not Used
6. Site	cl. 1, 6	The Site is the land where the Project is located being the Mardie Project Site which is located on the tenements L08/188, L08/188, L08/233, L08/193, M08/526, M08/527, M08/525, G08/93 and G08/94, Land Administration Act s91 Licence 00203/2019_A11291964 (FNA 15827) and any other tenure which may replace those tenements and tenure from time to time, located approximately 100km southwest of Karratha, and other places made available by BCI to the Supplier, for the purpose of this Contract.
7. BCI's Representative	cl. 1, 30	Tim Deighton – Project Director Address: Level 2, 1 Altona Street West Perth WA 6005 Telephone: +61 8 6311 3462 Email: tim.deighton@bciminerals.com.au
8. Supplier's Representative	cl. 1, 30	
9. Address for invoices	cl. 1, 17	Accounts@bciminerals.com.au

Schedule 2

Scope of Deliverables

1 Order of Precedence

Where an inconsistency, ambiguity or discrepancy exists in the Contract it will be addressed in the following order of precedence unless BCI directs otherwise:

- (a) Special conditions, if any;
- (b) Purchase Order;
- (c) Terms and conditions for goods purchase order;
- (d) Schedules (listed in order of precedence):
 - (1) Scope of Supply;
 - (2) Data Sheets;
 - (3) Specifications;
 - (4) Drawings;
 - (5) Specific documents and drawings;
- (e) Appendix 5 – Supplier's Proposal
- (f) Australian Standards; and
- (g) International Standards.

Schedule 3

Contract Price

1 Lump Sum

Prices listed in this Schedule include the cost of labour, materials, plant and equipment, tools, transportation, taxes, charges, fees, overhead, profit, and all other things necessary to carry out the supply of the Goods and / or Services. The Supplier is not entitled to any further costs except as varied in accordance with and under the Contract and approved by BCI.

Where a price for an item relating to the supply of Goods and / or Services is not specified, that item is deemed to be included in the Price generally.

2 Schedule of Rates

The schedule of rates for the supply of Goods and / or Services are detailed in Table 3.2 below and the following provisions apply:

- (a) Quantities noted in this section.2 are estimates only.
- (b) Any change to the quantities noted in this section 2 will not cause the rates specified in this section 2 to be changed.
- (c) Payment will be made only for items actually provided, measured in accordance with the Method of Measurement, any applicable standards and as approved by BCI.
- (d) The rates include the cost of:
 - (1) materials;
 - (2) Equipment;
 - (3) All fuels required for the supply of the Goods and / or Services, inclusive of the fuel excise rebate (where applicable);
 - (4) facilities / storage etc. on or off Site;
 - (5) transportation to / from Project Site;
 - (6) transportation between the on-site accommodation and the work Site;
 - (7) professional and technical services;
 - (8) royalties, taxes (except Goods and Services Tax (GST)), charges and fees;
 - (9) labour and small tools;
 - (10) overhead and profit; and
 - (11) all other things necessary or required to supply the Goods and / or Services as contemplated by the items identified in this section 2 and the Scope of Deliverables, even if not expressly specified but reasonably expected to be required.

- (e) All items identified in this section 2 must be carried out at the specified rates regardless of:
- (1) any change to the quantities of the Goods and / or Services to which the rates apply;
 - (2) the duration of the Contract; and
 - (3) the difficulty of supplying the Goods and / or Services.

Table 3.2 – Schedule of Rates

ITEM	DESCRIPTION	QTY	UOM	RATE	TOTAL A\$
1. GOODS					
1.1	[Insert]	XXX	XXX	XXX	XXX
1.2	[Insert]	XXX	XXX	XXX	XXX
1.3	[Insert]	XXX	XXX	XXX	XXX
1.4	[Insert]	XXX	XXX	XXX	XXX
1.5	[Insert]	XXX	XXX	XXX	XXX
SUBTOTAL					XXX
2. SERVICES					
2.1	[Insert]	XXX	XXX	XXX	XXX
2.2	[Insert]	XXX	XXX	XXX	XXX
2.3	[Insert]	XXX	XXX	XXX	XXX
2.4	[Insert]	XXX	XXX	XXX	XXX
2.5	[Insert]	XXX	XXX	XXX	XXX
SUBTOTAL					XXX
3. EQUIPMENT					
3.1	[Insert]	XXX	XXX	XXX	XXX
3.2	[Insert]	XXX	XXX	XXX	XXX
3.3	[Insert]	XXX	XXX	XXX	XXX
3.4	[Insert]	XXX	XXX	XXX	XXX
3.5	[Insert]	XXX	XXX	XXX	XXX
SUBTOTAL					XXX
TOTAL PRICE					XXX

3 Method of measurement

Table 3.3 below details the method for measuring the supply of the Goods and / or Services. The methods listed shall be used to calculate payment due under the Contract.

Table 3.3 – Method of Measurement

MOM REF	WORK INCLUDED	METHOD OF MEASUREMENT	PAYMENT
1	[Insert]	[Insert]	[Insert]
2	[Insert]	[Insert]	[Insert]
3	[Insert]	[Insert]	[Insert]

4 Rates for Variations

4.1 General

- (a) The rates set out in this section 4 will be used for valuing the cost for Variations in accordance with the Contract and any relevant Australian Standard, and as approved by BCI.
- (b) If, however, the cost of a Variation is otherwise agreed or determined, the agreed or determined cost will apply and the rates below will not apply in respect of that Variation.
- (c) The Supplier will be entitled to be paid in respect of Variations for goods and services:
 - (1) actually supplied and / or performed;
 - (2) measured in accordance with sound industry practice; and
 - (3) as approved by BCI.
- (d) The Supplier must at all times ensure that the efficiency and productivity of its Personnel and Equipment is optimised.
- (e) The Supplier will not be entitled to any payment or compensation for Variations unless valued in accordance with this section 4 and this Contract.

4.2 Unit Rates

The rates shall be deemed to include all costs associated with:

- (a) consumables;
- (b) construction facilities;
- (c) professional and technical services;
- (d) royalties, Taxes (except Goods and Services Tax (GST)) and charges;
- (e) transport;
- (f) equipment;
- (g) labour;
- (h) overhead and profit; and
- (i) all other things necessary to perform the Variation.

The Supplier shall not be entitled to any allowance above the unit rates detailed in Table 3.4 by reason of an alteration in the amount of work being required, and all work shall be done at these unit rates regardless of its difficulty.

Table 3.4 - Unit Rates

ITEM	DESCRIPTION	UOM	RATE
1	[Insert]	Hour	XXX
2	[Insert]	Hour	XXX
3	[Insert]	Hour	XXX
4	[Insert]	Hour	XXX
5	[Insert]	Hour	XXX

4.3 Standby

- (a) Except as expressly provided elsewhere in this Contract, the Supplier shall not be entitled to reimbursement for any other costs relating to a particular standby event. Where the Company has approved the application of standby rates, standby rates will:
 - (1) apply only to the Supplier's Personnel and Equipment at the Site; and
 - (2) be limited to Normal Time as defined in section 6.2.
- (b) The Supplier must not demobilise or remove from the Site any Personnel or Equipment on standby without the written approval of BCI.
- (c) Standby rates will only apply to stoppages (for which BCI is responsible) that are greater than 6 hours in duration in any 10-hour shift.

4.4 Materials and Subcontracts

- (a) Materials required for Variations will be paid for on the basis of the net quantities actually used in the performance of the Variation and as approved by BCI.
- (b) Subcontracts let by the Supplier as part of the performance of Variation work will be paid on the basis of subcontract invoices presented to, and approved by, BCI.
- (c) Materials and subcontract goods and services will attract the markup rate specified in this section 4.4.

The Supplier may apply a mark-up of X% on the cost of materials delivered to the Site.

The Supplier may apply a mark-up of X% on the cost of Subcontracts let in the performance of Variation work.

5 Cash Flow Forecast

6 Contract Price Sourcing

- (a) The proportions of the Price to be sourced from local and other sources are shown in Table 3.9 below.
- (b) The Supplier acknowledges BCI's commitment to giving opportunities to indigenous people in connection with this Project. The Supplier is encouraged to adopt a proactive policy with respect to the opportunities given to indigenous people in connection with the Contract and, in particular, to:
 - (1) adopt indigenous employment and equal opportunity strategies associated with the Contract;
 - (2) demonstrate a commitment to indigenous employment and local Aboriginal community capacity building; and
 - (3) demonstrate a commitment to support indigenous enterprises where possible, including, but not limited to, the engagement of Indigenous enterprises as sub-suppliers or suppliers.
- (c) The Supplier must ensure any sub-suppliers are aware of BCI's commitment.

Table 3.9 – Contract Price Sourcing

CONTENT TYPE	LABOUR	MATERIALS	TOTAL
Pilbara Content	XX%	XX%	XX%
Western Australian (other than Pilbara Content)	XX%	XX%	XX%
Other Australian Content	XX%	XX%	XX%
Overseas Content	XX%	XX%	XX%
TOTAL	100%	100%	100%
Indigenous content as % of the total	XX%	XX%	XX%

7 List of Subcontractors

Detailed in Table 3.10 below is a list of Subcontractors that the Supplier intends to use in supplying the Goods and / or Services. All Subcontractors must be approved by BCI in accordance with clause 22.

Table 3.10 – Subcontractors

GOODS / SERVICES	PROPOSED SUBCONTRACTOR / CONSULTANT / SUPPLIER (REGIONAL / LOCAL / INDIGENOUS)	SUBCONTRACTOR ABN / ACN	ESTIMATED VALUE \$
[Insert]	[Insert]	XXX	XXX
[Insert]	[Insert]	XXX	XXX
[Insert]	[Insert]	XXX	XXX
[Insert]	[Insert]	XXX	XXX

8 Labour Force and Working Time

All figures and information shown in this section 6 have been submitted by the Supplier and do not represent or imply BCI's acceptance of the requirements shown as being adequate or sufficient for the performance of the Supplier's obligations under the Contract.

8.1 Estimated labour force on Site

Table 3.6 below sets out all estimated personnel (including Subcontractor's personnel) to be employed on Site for the Term.

Table 3.6 – Estimated Labour Force

PERSONNEL CLASSIFICATION	NUMBER REQUIRED	PERIOD OF DEPLOYMENT	
		FROM WEEK X FOLLOWING THE DATE OF COMMENCEMENT	TO WEEK X FOLLOWING THE DATE OF COMMENCEMENT
XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX
XXX	XXX	XXX	XXX

8.2 Working hours

Table 3.7 below sets out the nominated normal on-Site working hours (**Normal Time**) which must be worked between 06:00am and 17:00pm unless otherwise approved by BCI. The hours are not to exceed 70 hours per week inclusive of all meal breaks taking into consideration the afternoon rest day requirement as per 6.3 below.

8.3 Afternoon rest day

The Supplier shall nominate in Table 3.7 below 1 of 7 days to be an afternoon rest day, where after 7 hours worked inclusive of meal breaks, an afternoon rest break shall be observed. The remaining 6 of 7 days will be 10.5-hour days inclusive of meal breaks. Total hours per week not to exceed 70 hours inclusive of daily crib and meal breaks.

Table 3.7 – Nominated Normal Working Hours

DAY OF WEEK	NUMBER OF WORKING HOURS (INCLUSIVE OF MEAL BREAKS)
Monday	XXX
Tuesday	XXX
Wednesday	XXX
Thursday	XXX
Friday	XXX
Saturday	XXX
Sunday	XXX
Total number of working hours per week	70

8.4 Work / non-work days and roster cycle

The Supplier must not work on the scheduled non-workdays specified below unless approved by BCI.

*11 calendar days (nominally Thursday 22 December 2022 – Tuesday 03 January 2023)
All weeks shall include one shorter shift of 6.5 hours (after deduction of meal breaks).*

The Supplier must work on all other public holidays in accordance with Normal Time.

The Supplier’s Personnel must work according to the roster cycle specified below.

*3 Weeks on, 1 Week off (i.e. 21 days worked on Site and 7 days of R&R leave).
Travel to Site is to occur on day 7 of R&R and travel from Site is PM of day 21.*

Hours worked and paid hours on fly out day are paid up to and including the time personnel depart Site (approximately 6 hours).

8.5 Man-hour requirements

The Supplier’s intended man-hour requirements for the performance of its obligations under the Contract are set out in Table 3.8 below.

Table 3.8 – Manhours

	DIRECT	INDIRECT	TOTAL MAN-HOURS
Off Site		XXX	XXX

	DIRECT	INDIRECT	TOTAL MAN-HOURS
On Site	XXX	XXX	XXX
Total	XXX	XXX	XXX

Schedule 4

Program

- 1 The Supplier must supply the Goods and / or Services in accordance with the approved program set out in this Schedule 4.
- 2 Anything contained in the approved program that conflicts with the Contract, Purchase Order, Scope of Deliverables or Company Policies will be invalid to the extent of the conflict.

Table 4.1 – Program Requirements

ITEM	ACTIVITY DESCRIPTION	DATE
1	Start Date	
2	Finish Date	

Licence to Operate and Supplier LTO Obligations

1 Licence to Operate

The Company's right to undertake the Project (**Licence to Operate**) is founded in the various certificates, licences, consents, permits and approvals held or to be held by the Company, and contractual rights and benefits granted to the Company under agreements with third parties (together, the **Licence Instruments**).

The Licence Instruments, in addition to detailing the parameters of the Company's Licence to Operate, also set out the various social and legal obligations that the Company must comply with as a condition or requirement of the Licence to Operate. These obligations relate to matters such as:

- (a) pastoral access;
- (b) Aboriginal land access;
- (c) tenement conditions;
- (d) environmental compliance;
- (e) access licences;
- (f) community engagement; and
- (g) Law relevant to the Project.

The Company is committed to preserving its Licence to Operate and ensuring the Company's compliance with the Licence Instruments. In support of this commitment, the Company has identified the obligations placed on the Company under the Licence Instruments that are relevant to the Company's Suppliers and has back to backed those obligations in a separate register of obligations for compliance by the Company's Suppliers (**Supplier LTO Obligations Register**).

The Supplier must comply with, and ensure the Supplier Associates comply with:

- (h) the obligations placed upon the Supplier in this Schedule 5; and
- (i) the back to back obligations set out in the Supplier LTO Obligations Register,

(collectively the **Supplier LTO Obligations**).

The Supplier understands and acknowledges that a breach by the Supplier or the Supplier Associates of the Supplier LTO Obligations may place the Company in breach of one or more Licence Instruments, may jeopardise the Company's Licence to Operate and could consequently place the Project at risk.

2 Supplier LTO Obligations Register

2.1 General

The Company will provide a copy of the Supplier LTO Obligations Register to the Supplier on or before commencement of the Services. The Company may update the Supplier LTO Obligations Register from time to time including when obligations under Licence Instruments come into existence, are amended or cease to exist, and the Company (in its discretion) considers that a pass-through of those obligations to Suppliers is required.

The obligations set out in the Supplier LTO Obligations Register include the requirement to comply with all the Company's land access, environmental approval and community engagement obligations, restrictions, rules, processes and procedures.

The Supplier must ensure it and the Supplier Associates exercise particular care in respect of activities performed in the vicinity of:

- (a) Aboriginal heritage;
- (b) environmental significance;
- (c) gas pipelines; and
- (d) any pastoral activities.

It is imperative that the Supplier avoids these restricted areas and / or strictly adheres to the rules and requirements for access to or activity within or near these areas (as applicable). The Company will not tolerate breaches by the Supplier or the Supplier Associates of these requirements.

2.2 Aboriginal Heritage

The Company recognises the connection that traditional owners (**TOs**) have to the land associated with the Project and the Company has committed to a collaborative approach to building relationships with Aboriginal stakeholders. In addition, the Company has committed to ensure that the Project is sensitive to Aboriginal heritage values and supportive of local communities.

The Company has entered into two separate native title agreements with TOs.

The native title agreements, among other things, set out specific obligations for undertaking works at the Site, including conducting surveys, monitoring works, salvaging materials or protecting/demarcating sites.

The Supplier must, and must ensure that the Supplier Associates:

- (a) understand and respect the importance of Aboriginal heritage;
- (b) comply with the obligations set out in the Supplier LTO Obligations Register relating to native title agreement terms and conditions and any Ground Disturbance Permit issued by the Company;
- (c) comply with relevant Aboriginal heritage Law; and
- (d) avoid sites of Aboriginal significance.

If disturbance is necessary, it must only be undertaken in strict compliance with Company procedures and in accordance with Law.

Appendix 1 to this Schedule 5 sets out the areas of Aboriginal Heritage relevant to the Supplier LTO Obligations.

2.3 Environmental protection and approvals

The Company is committed to minimising impacts to the surrounding environment at the Site.

The Project has approvals from State and Federal environmental departments.

The Supplier must ensure that all ground disturbing works are undertaken in strict compliance with Company procedures and with all environmental approvals and programmes of work issued under relevant Law.

The Supplier must, and must ensure that the Supplier Associates:

- (a) comply with environmental certificates, licences, consents, permits and approvals in place when undertaking the Services; and
- (b) ensure strict compliance with the Company's Ground Disturbance Procedure (referenced in the company policies) and instructions on any Ground Disturbance Permit, including the monthly delivery of surveyed as-cleared data.

Appendix 2 to this Schedule 5 sets out the areas of environmental significance relevant to the Supplier LTO Obligations.

3 Third party infrastructure owners

The Company recognises the importance of and is committed to operating safely, consistent with the rights of existing infrastructure owners and operators at and in the vicinity of the Site and maintaining positive and productive relationships with those owners and operators.

3.1 Gas pipeline easements and crossing

The Supplier must, and ensure that the Supplier Associates must:

- (a) comply with the obligations set out in the Supplier LTO Obligations Register including the relevant tenement conditions when undertaking the Services; and
- (b) ensure strict compliance with any Permit to Work or Ground Disturbance Permit.

There are 4 gas pipelines that intersect the Mardie Project footprint – two Santos Varanus Island pipelines (16" and 12"), one Chevron Gorgon pipeline (20") and the Dampier to Bunbury Natural Gas Pipeline (DBNGP).

3.2 Santos and Chevron Gas Pipelines

The three gas pipelines operated by Santos and Chevron are located within easements that run through the Project site (between Ponds 2 and 3). Activities in these pipeline alignments are controlled and carefully restricted by the gas pipeline owners to manage the risk of accidental rupture of the pipe.

The following rules apply to all staff, Supplier Associates and Supplier organisations on the Site:

- (a) the Supplier and the Supplier Associates are not permitted to enter any part of the Site which is within 636m either side of the pipeline easements (**Affected Area**) without the prior written approval of the Company;
- (b) if the Supplier or a Supplier Associate is granted permission to enter the Affected Area, the Supplier and Supplier Associate(s):
 - (1) are not permitted to enter the safety zone of the pipelines (25m either side of the pipeline centrelines) under any circumstances, other than with the prior written approval of the Company's Statutory Position Holder;
 - (2) are not permitted to enter the exclusion zones (100m either side of the pipeline easements), other than with the prior written approval of the Registered Manager;

- (3) must not interfere with or obstruct the activities of the pipeline owners;
 - (4) must not interfere with or damage fencing;
 - (5) must not cause damage to the pipelines and must immediately report damage to the Company;
 - (6) must only cross the pipeline at the designated road crossing point and when doing so must comply with the relevant Traffic Management Plan; and
 - (7) must hold comprehensive motor vehicle insurance with a limit of liability of \$35m for any one occurrence, and workers compensation insurance of \$50m for any one person and \$50m in the aggregate for any one event (and must provide certificates of currency to the Company promptly on request);
- (c) any Supplier or Supplier Associate needing to undertake Services within 636m of the pipeline easements may only proceed with prior written approval from the Company under an authority to work permit (**Authority to Work**);
 - (d) any Services undertaken under an Authority to Work within 636m of the pipeline easements must be overseen by the Company or the Company's Associates; and
 - (e) any Services undertaken anywhere on Site must be in strict compliance with instructions on the relevant Ground Disturbance Permit.

Appendix 3 to this Schedule 5 shows the location of the Santos and Chevron pipelines. Refer to these details to ensure knowledge and understanding of gas pipeline easements and crossings.

If the Supplier observes or becomes aware of any person entering the Santos and Chevron Gas Pipeline easements it must immediately inform the Company's Statutory Position Holder.

3.3 Dampier to Bunbury Gas Pipeline

The DBNGP also runs through the Project site. The Supplier and the Supplier Associates are permitted to cross the DBNGP on the current Mardie Road alignment only.

Ground disturbance works undertaken by the Supplier on Mardie Road must be undertaken in strict compliance with certificates, licences, consents, permits and approvals obtained from the DBNGP and in accordance with instruction in the relevant Ground Disturbance Permit.

Appendix 3 to this Schedule 5 shows the location of the DBNGP. The Supplier must refer to the details set out in Appendix 3 to ensure knowledge and understanding of the gas pipeline easements and crossings.

3.4 Pastoral Station

Parts of the Project are located on a Mardie Pastoral Station (a working cattle station). **Appendix 4** to this Schedule 5 shows the location of the Pastoral Station and the Site.

The Company owes the pastoralist obligations in respect of access to the Site and conduct of the works in certain areas including:

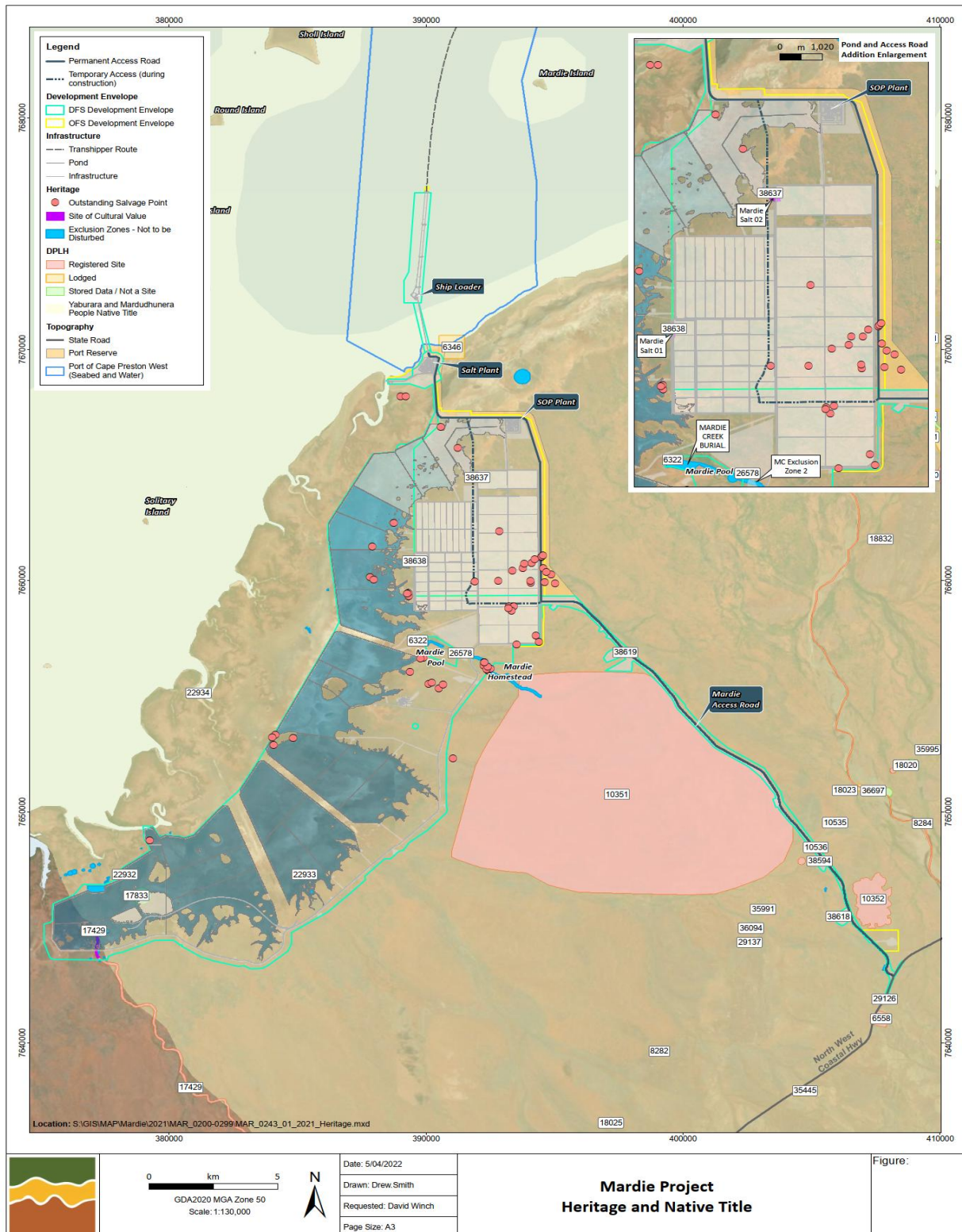
- (a) for Services undertaken on Mardie Road, maintaining access for the pastoralist to Mardie Road;
- (b) ensuring no ground disturbing activities within 500m of the homestead;
- (c) minimising noise disturbance to the homestead;
- (d) providing notice of access to pastoral lease areas that are outside of the Project development area (as specified in **Appendix 4**);

- (e) minimising interference with pastoral activities in areas that are outside of the Project development area, including the homestead;
- (f) not exceeding certain noise and odour limits at the homestead;
- (g) performing mesquite management including cleaning, inspecting and removing mesquite weeds and seeds from all ground engaging machinery prior to entering and leaving the pastoral station area;
- (h) notifying and compensating for any livestock death or injury or damage to pastoral improvements; and
- (i) not entering the woolsheds and the homestead.

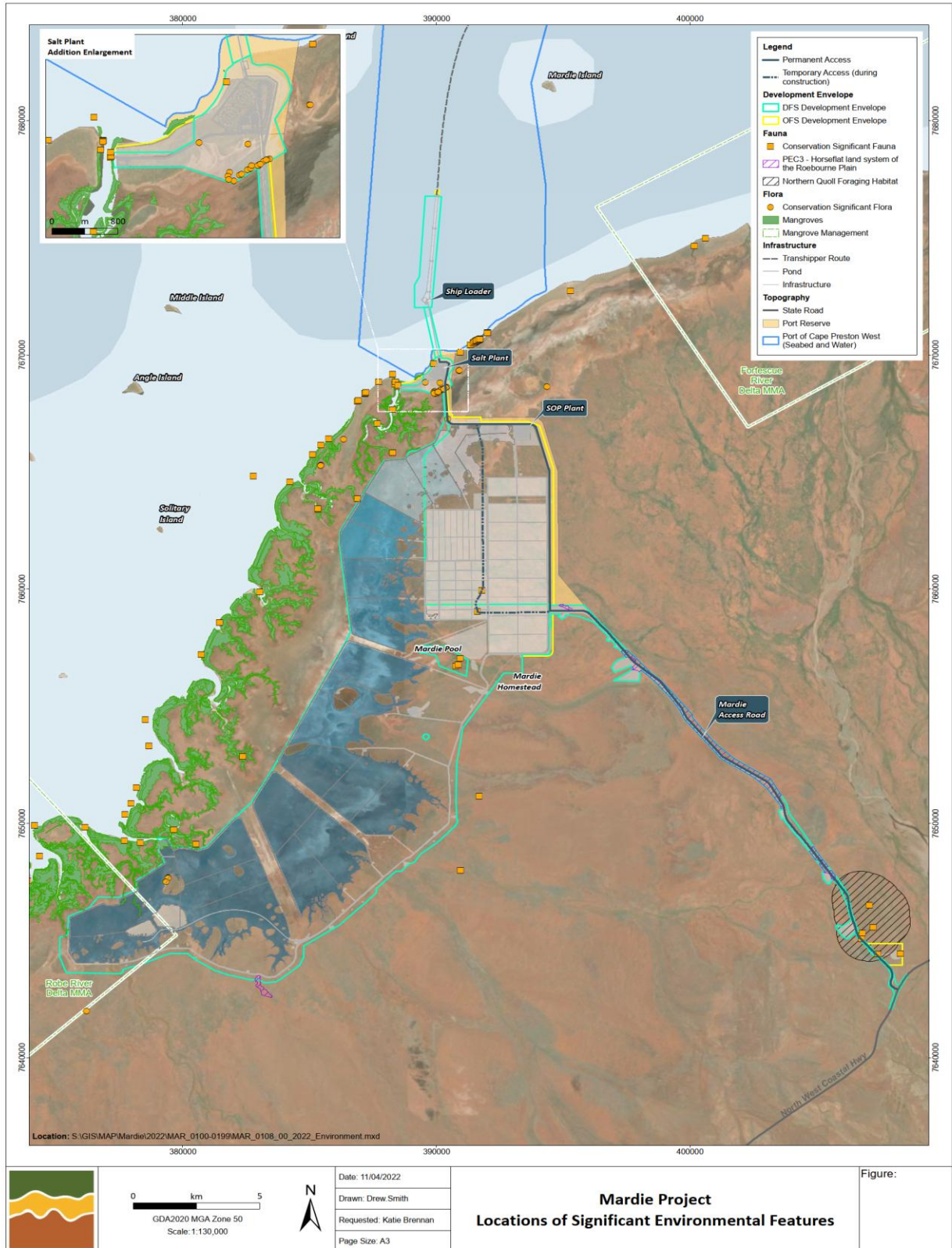
Refer to the Supplier LTO Obligations Register for specific obligations in respect of the Pastoral Station.

The Supplier and the Supplier Associates must strictly comply with the obligations set out in the Supplier LTO Obligations Register, Ground Disturbance Permits and Site access instructions.

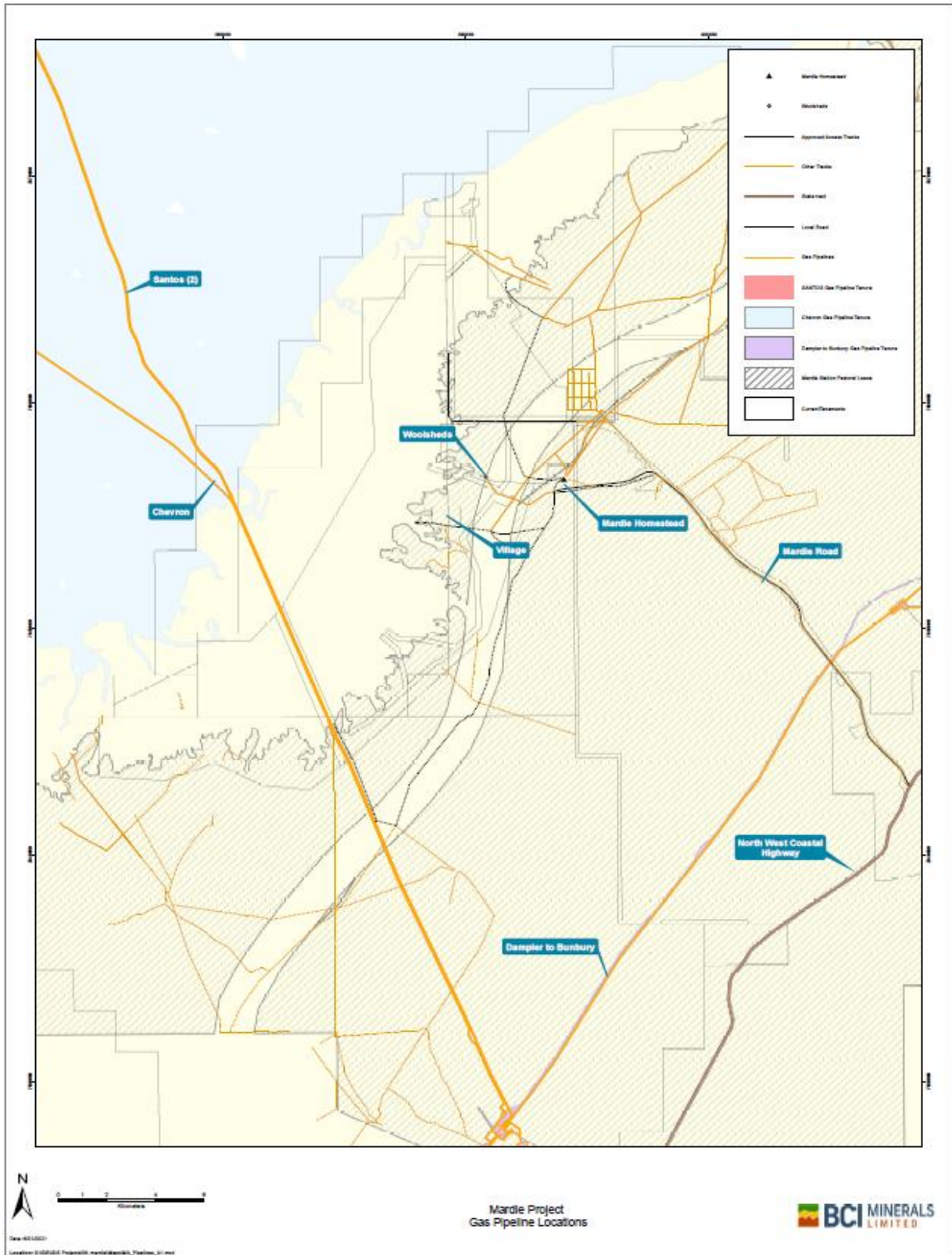
Appendix 1 – Aboriginal Heritage Areas

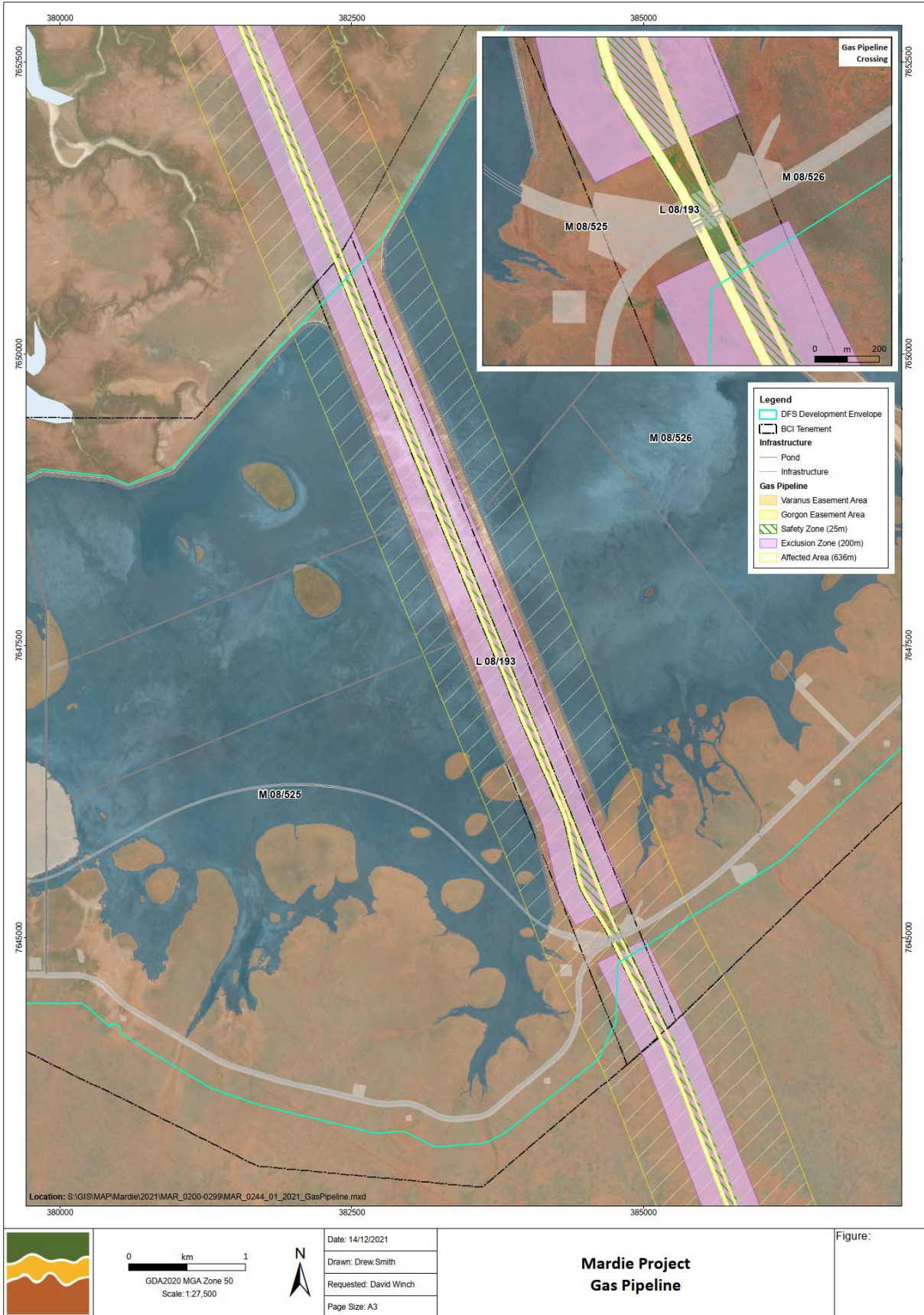


Appendix 2 – Areas of Environmental Significance

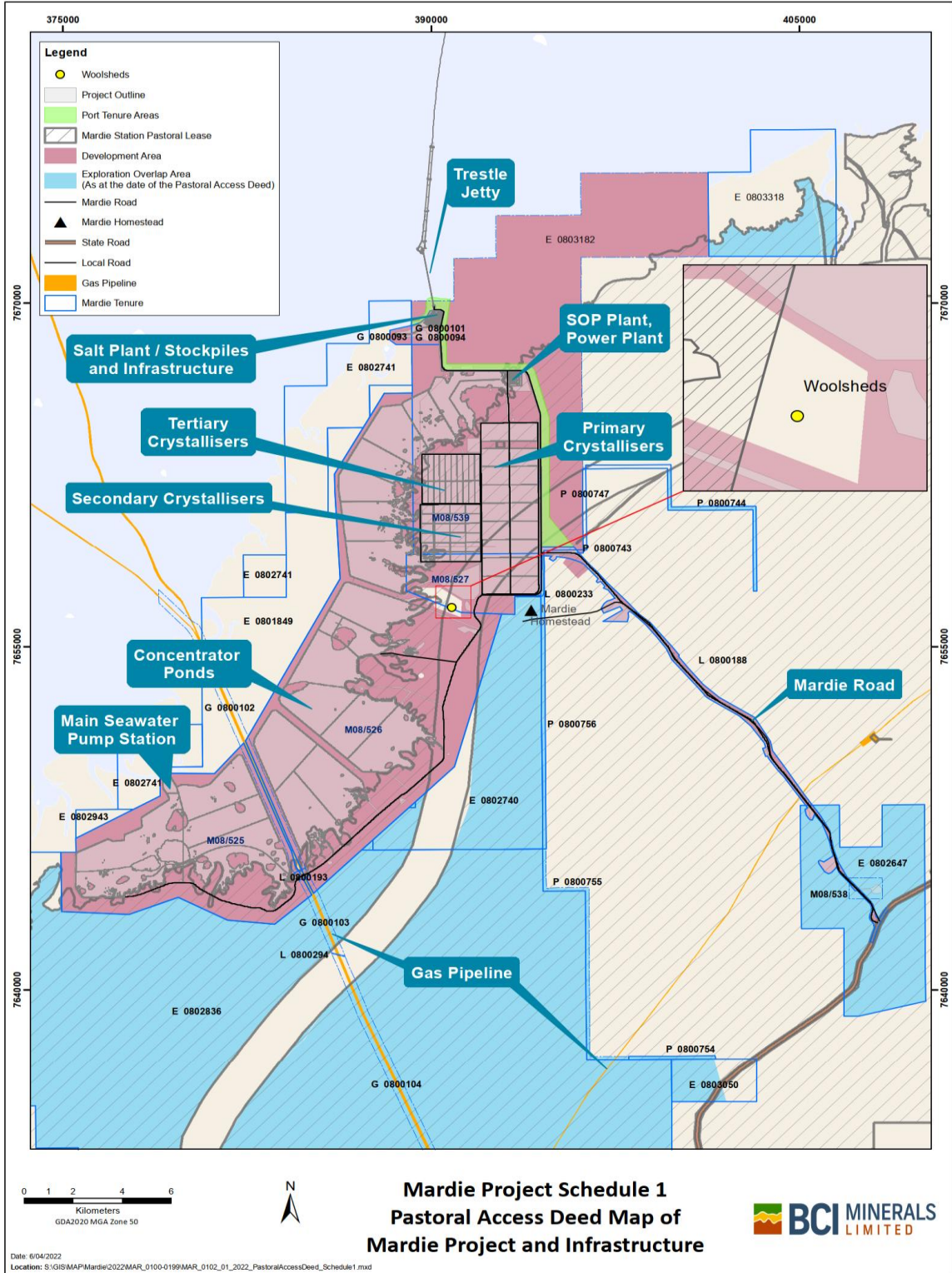


Appendix 3 – Gas Pipelines





Appendix 4 – Mardie Pastoral Station



BCI Policies and Procedures

The Supplier must comply with the Company's Policies and Guidelines as detailed in Table 6.1 below and as amended from time to time, as well as any additional policies and guidelines which may be notified by the Company.

Table 6.1 – Policies and Guidelines

Document No.	Title
BCI-ENV-PRO-001	BCI Minerals - Ground Disturbance Permit Procedure
BCI-WHS-FRW-001	Corporate - Health and Safety Management System Framework
BCI-WHS-PLN-002	Corporate-Minimum Requirements for Contractors
BCI-WHS-PLN-005	Corporate-COVID-19 Management Plan
BCI-WHS-PLN-006	BCI Minerals - Crisis Management Plan
BCI-WHS-STD-001	Corporate - Health and Safety Management Standards
BCI-WHS-STD-002	Corporate - Health and Safety Critical Control Standards
MAR-IRS-PLN-001	Industrial and Employee Relations Management Plan
MAR-IRS-PRO-001	Search and Seize Procedure
MAR-IRS-REG-001	Mardie Village - Responsible Service and Consumption of Alcohol Rules
MAR-IRS-REG-002	Project Rules and Personal Undertaking
MAR-IRS-REG-003	Mardie Site - Mardie Village Rules
MAR-PRJ-CPR-012	Mardie Site - Mardie Project Requirements and Site Arrangements for Personnel - Company Project Requirements (CPR)
MAR-MOB-PRO-001	Contractor Mobilisation Process-Mardie Site

Notes:

- *Other Company Policies not listed above are readily accessible via BCI website <https://www.bciminerals.com.au/about-us/corporate-governance.html>*

Schedule 7

Health and Safety Management System

The Supplier is required to comply with Document No. BCI-WHS-FRW-001

Corporate Social Responsibility Obligations

1 Definitions

The meaning of the terms used in this Schedule 8, are set out below. Capitalised terms not defined in this Schedule 8 have the meaning given in the Contract.

Corporate Social Responsibility Areas

- 1 anti-bribery and anti-corruption;
- 2 human rights and modern slavery;
- 3 trade sanctions and export controls; and
- 4 privacy.

Corporate Social Responsibility Laws

- 1 any anti-bribery or anti-corruption laws of Australia or Western Australia;
 - 2 *Foreign Corrupt Practices Act 1977* (United States);
 - 3 *Bribery Act 2010* (UK);
 - 4 *Modern Slavery Act 2018* (Cth) and any laws of Australia or Western Australia relating to modern slavery; and
 - 5 *Privacy Act 1988* (Cth) and the Australian Privacy Principles.
-

2 Corporate Social Responsibility Areas

The Supplier must have regard to, and must comply with the Corporate Social Responsibility Obligations in relation to each of the Corporate Social Responsibility Areas.

3 Corporate Social Responsibility Obligations

As part of conducting its operations, including providing the Deliverables under the Contract, the Supplier must conduct itself as a socially responsible corporation, including by:

- (a) operating in accordance with Good Industry Practice with respect to each of the Corporate Social Responsibility Areas;
- (b) comply with all Laws, including Laws relating to the Corporate Social Responsibility Areas that apply to BCI and / or the Supplier;
- (c) comply with all Policies and Procedures, and maintain at all times policies and procedures relating to the Corporate Social Responsibility Areas;
- (d) comply with any rules, requirements, policies, and standards of BCI, or any of its Related Bodies Corporate (or both), relating to the Corporate Social Responsibility Areas, as notified by BCI from time to time;

- (e) respect the Corporate Social Responsibility Areas in a manner which takes into consideration the recommendations for businesses set out in any relevant international standards, including any published by the United Nations;
- (f) not (and ensuring that its Personnel, shareholders and Related Bodies Corporate do not) directly or indirectly, either in private business dealings or in dealings with the public sector, offer, give or agree to offer or give, or solicit, receive or accept, or agree to receive or accept (either itself or in agreement with others) any payment, gift or other advantage with respect to any matters which are the subject of this Contract or the Deliverables, which:
 - (1) would violate any Laws, including any Corporate Social Responsibility Laws;
 - (2) is intended to, or does, influence or reward any person to act in breach of an expectation of good faith, impartiality, or trust, or which it would otherwise be improper for the recipient to accept;
 - (3) is made to or for a public official, with the intention of influencing them and / or obtaining or retaining an advantage in the conduct of business; or
 - (4) a reasonable person would otherwise consider to be:
 - (A) unethical, illegal, or improper; or
 - (B) inconsistent with standard expected of a Supplier acting in accordance with Good Industry Practice in relation to the Corporate Social Responsibility Areas;
- (g) ensure that the Supplier maintains its own policies and procedures to ensure compliance by the Supplier and its Personnel and Subcontractors with the Corporate Social Responsibility Obligations, including policies and procedures to enforce these obligations where appropriate;
- (h) before awarding any Subcontract, conduct such due diligence as is reasonable in the circumstances and proportionate to the level of risk to ascertain the ability of the proposed Subcontractor to comply with the Corporate Social Responsibility Obligations;
- (i) ensure that the Supplier's Corporate Responsibility Obligations are passed down to the Supplier's Personnel and Subcontractors, including by incorporating these Corporate Social Responsibility Obligations into all contracts which the Supplier may become a party to in the course of performance of this Contract or supply of the Deliverables (including all Subcontracts); and
- (j) where two obligations comprising Corporate Social Responsibility Obligations contradict, comply with the obligation that imposes the higher standard on the Supplier.

4 Reporting

- (a) The Supplier must, and must ensure that each of its Subcontractors:
 - (1) keep proper and accurate records relating to its compliance with the Corporate Social Responsibility Obligations;
 - (2) properly record all transactions in relation to this Contract; and
 - (3) maintain accurate books and records in relation to each transaction.
- (b) BCI may request from time to time, and the Supplier must provide within the timeframe stipulated in such request:
 - (1) evidence of the Supplier's compliance with the Corporate Social Responsibility Obligations; and
 - (2) in relation to the Corporate Social Responsibility Obligations:

- (A) a summary of the results of its ongoing due diligence with respect to these obligations;
 - (B) the grievances addressed by its operational-level grievance mechanism; and
 - (C) a list of corrective and remedial measures to be implemented for improvement,
- which are applicable to the period requested by BCI.
- (c) The Supplier must allow BCI (or its nominee) immediate access to inspect such records, and to otherwise audit the Supplier's compliance with the Corporate Social Responsibility Obligations.
 - (d) The Supplier must assist BCI with complying with any investigation or request from any Authority concerning the Corporate Social Responsibility Obligations.
 - (e) The Supplier acknowledges and agrees that BCI may disclose any information provided to it in relation to the Corporate Responsibility Obligations to any Authority responsible for the Corporate Social Responsibility Areas.
 - (f) The Supplier must notify BCI immediately on becoming aware of:
 - (1) the occurrence of any breach of the Corporate Social Responsibility Obligations; and / or
 - (2) any matters or circumstances which would reasonably indicate that a breach of the Corporate Social Responsibility Obligations may occur or has occurred.
 - (g) If the Supplier gives notice to BCI in accordance with section 3(f), or when otherwise directed by BCI:
 - (1) the Supplier must:
 - (A) take all remedial measures reasonably directed by BCI; and
 - (B) report without delay to BCI when the remedial measures have been implemented; and
 - (2) BCI may take any measures it considers appropriate, including exercising suspension and termination rights under this Contract.