

Terms and Conditions for Companies

Last updated: 29 May 2023

1. Acceptance

- 1.1. These Terms and Conditions apply to and are incorporated into your acquisition of the Services pursuant to the Accepted Proposal or Order Form and are incorporated into our Agreement with you.
- 1.2. You will be taken to have accepted, and will be legally bound by, these Terms and Conditions if you:
 - 1.2.1. reply electronically to us confirming that you agree to a proposal for Services provided to you by us;
 - 1.2.2. sign a proposal and return it to us electronically or by any other means; and/or
 - 1.2.3. provide us with further instructions for the Services after receiving a proposal and a copy of these Terms and Conditions electronically or by any other means.
- 1.3. These Terms and Conditions apply to all transactions between Medcast Pty Ltd ABN 11 166 955 433 (us, we or our) and you relating to the provision of the Services and constitutes a separate legal agreement in respect of each Accepted Proposal or Order Form.
- 1.4. We may amend these Terms and Conditions from time to time by providing reasonable written notice to you (email being sufficient).
- 1.5. You must not enter into an agreement with us for the supply of the Services, and we will be under no obligation to supply the Services, if you do not agree to and accept these Terms and Conditions or if you do not have authority to act on behalf of any person or body corporate for whom you are acquiring the Services.

2. Basis of engagement

- 2.1. We are a non-exclusive independent contractor to you. Nothing in this Agreement is intended to create an employment or agency relationship between us and you, or any of our employees, agents or contractors and you.

3. Term

For fixed term Services

- 3.1. This Agreement commences on the Commencement Date and continues until the Services under the relevant Accepted Proposal or Order Form are completed, unless terminated earlier in accordance with these Terms and Conditions.

For recurring Services

- 3.2. This Agreement commences on the Commencement Date and continues for the initial period set out in the Accepted Proposal or Order Form.
- 3.3. At the end of the initial or any further period, this Agreement will automatically renew for a further term of the same period without further notice to you, until cancelled or terminated by either party in accordance with clause 18 or 1.

4. Your Obligations

You must:

- 4.1. comply with all applicable laws and regulations;
- 4.2. cooperate with us and promptly provide all assistance and information reasonably required by us;
- 4.3. only use the Materials for the purpose of receiving or using the Services from us;
- 4.4. ensure that you do not cause or contribute to any matter or circumstance that is likely to give rise to an Infringement Claim; and
- 4.5. not provide access to the Materials to persons other than your Personnel.
- 4.6. If your Users require access to Medcast's online systems, each User will use a unique username and password to access the Services. The unique usernames and passwords cannot be shared or used by more than one individual User to access the Services. You agree to verify all User requests for access to the Services. You are solely responsible for all activities that occur under User accounts.
- 4.7. You acknowledge and agree that our ability to provide the Services to you relies on your reasonable cooperation and assistance. We will not be liable to you if we are not able to provide the Services to you or achieve the timeframes set out in the Accepted Proposal or Order Form as a direct or indirect result of your failure to cooperate with or assist us. We will use best endeavours to notify you of any expected or anticipated delays in performance of the Services.
- 4.8. You may request us to provide additional services and we may provide a further proposal for such services which, if accepted by you, will form a separate agreement between us.

5. Our Obligations

We will:

- 5.1. comply with all applicable laws and regulations;
- 5.2. perform our obligations under this Agreement with due care, skill and diligence and ensure that our employees, agents or contractors are appropriately skilled and qualified;
- 5.3. provide the Material in accordance with this Agreement;
- 5.4. implement and maintain appropriate administrative, physical, and technical security measures designed to protect the security, confidentiality, and integrity of, and prevent the unauthorised disclosure of, Personal Information; and

- 5.5. where the parties have agreed to Medcast's provision of implementation services, the details of such services will be set out in the Accepted Proposal or Order Form. This will include: (a) a description of the implementation services; (b) the schedule for the performance of the implementation services; and (c) the Fees applicable for the performance of the implementation services.

6. Your Facilities

- 6.1. Where we are required to physically attend your Facilities, you must:
- 6.1.1. give us and our Personnel, safe, convenient, and easy access to your Facilities as reasonably required for us to provide the Services;
 - 6.1.2. provide us with all reasonable assistance and access to any Material, equipment (such as a projector screen) or other information, documents, systems and data as required and relevant to the supply of the Services; and
 - 6.1.3. provide all catering, food, drink and access to basic amenities during the Services.
- 6.2. In addition to clause 6.1, you must at all times:
- 6.2.1. provide a healthy and safe working environment;
 - 6.2.2. comply with all applicable work health and safety laws; and
 - 6.2.3. provide us and our Personnel who are providing Services on-site with any applicable work health and safety policies and appropriate health and safety training.

7. Training Equipment and Material

- 7.1. We may provide Training Equipment for use during the Services upon request and with prior notice.
- 7.2. When using any Training Equipment, you must and must ensure that your Personnel:
- 7.2.1. only use the Training Equipment for their permitted or intended purpose and in accordance with all directions provided by us;
 - 7.2.2. not damage, deface or destroy any Training Equipment; and
 - 7.2.3. return the Training Equipment to us in good working order.
- 7.3. We do not represent or warrant that any Training Equipment that we provide for the Services will be the same or similar to your equipment or tools.
- 7.4. You are liable for and indemnify us against any loss we incur as a result of your misuse of any Training Equipment, and for any damage or destruction of any Training Equipment while it is in your possession.
- 7.5. During the Services, we may require you to:

- 7.5.1. register through our Website for access to Material for training and progress tracking; and/or
- 7.5.2. access a third party's website, application, service or content which is not under our control, and such access is at your risk.

8. Fees and GST

8.1. Fees

In consideration of us providing the Services, you will pay us the Fees set forth in the Accepted Proposal or Order Form in accordance with the terms of this Agreement.

8.2. Invoices and payment terms

- 8.2.1. We will issue you an invoice for the Fees (including any Deposit) in accordance with the timetable in the Acceptable Proposal.
- 8.2.2. Unless otherwise provided, you must pay an invoice within 14 days of the date of the invoice.

8.3. Deposits

- 8.3.1. We may request a Deposit to be paid by you in advance of the Services and to secure the Services.
- 8.3.2. All Deposits for Services are non-refundable and payable in accordance with clause 8.2 above.
- 8.3.3. If the invoice for the Deposit is not paid in accordance with clause 8.2 above, we may change or postpone any service delivery dates specified in timetable in the Accepted Proposal or Order Form.
- 8.3.4. For the avoidance of doubt, we will not provide any Services or Material until such time as payment of the Deposit has been received in full.

8.4. Expenses

- 8.4.1. You must reimburse us any expenses or other costs that we incur on your behalf and as incidental to the Services, including travel expenses such as airfares, taxi and rideshare fares, accommodation costs and food allowances.
- 8.4.2. Such costs will generally be disclosed in the Accepted Proposal or Order Form and acceptance of the proposal will also constitute approval of the expenses. Where we have not previously disclosed such costs to you, we will obtain your written approval before we incur any costs.

8.5. Disputed fees

- 8.5.1. If you dispute any invoice issued under clause 8.2, you must:
 - 8.5.1.1. notify us of the amount in dispute and the reason for the dispute by the due date for payment; and

8.5.1.2. pay any amounts not in dispute.

8.5.2. The parties must resolve any dispute under this clause in accordance with clause 16.

8.5.3. If it is resolved that some or all of the amount in dispute should have been paid by the due date for payment, you must pay the amount finally resolved together with interest on that amount calculated in accordance with clause 8.6.1.

8.6. Failure to pay

If you do not make payment in accordance with this Agreement, we are entitled to do any or all of the following:

8.6.1. charge interest on the outstanding amount at a rate of 10% per annum, accruing daily;

8.6.2. require you to pay in advance for any Services which have not yet been performed; and

8.6.3. not perform and suspend any further Services without notice to you.

8.7. Withholding of Materials

We may withhold:

8.7.1. confirmation of completion or any certification or accreditation in connection with the Services from you; and/or

8.7.2. delivery of any Materials to you,

8.7.3. until all money owed by you to us has been paid in full.

8.8. GST

8.8.1. You acknowledge that the Fees are inclusive of GST.

8.8.2. If GST is payable in respect of a supply made under or in relation to this Agreement, the recipient must pay to the supplier an amount equal to the GST payable on the supply (GST Amount). The GST Amount is payable by the recipient in addition to and at the same time as any consideration for the supply, provided the supplier has given the recipient an invoice.

9. Confidential Information

9.1. Protection of Confidential Information

Each party must keep confidential any Confidential Information disclosed to it or made available to it by the other party.

9.2. Removal of Confidential Information

At the request of the party to whom the Confidential Information belongs, each party must deliver, erase or destroy all electronic and physical documents in its possession or control that contain Confidential Information.

9.3. Return exceptions

If a party must retain the other party's Confidential Information for the purpose of:

- 9.3.1. complying with any law;
- 9.3.2. Litigation;
- 9.3.3. internal quality assurance and record-keeping; o
- 9.3.4. performing its obligations or exercising its rights under this Agreement,

it may retain and use it solely for this purpose but must deal with the Confidential Information in accordance with clause 9.2 promptly after it is no longer required for this purpose.

10. Privacy

10.1. Privacy Obligations

Each party must:

- 10.1.1. comply with all Privacy Laws in relation to Personal Information applicable to that party;
- 10.1.2. only collect, store, use, disclose or otherwise deal with Personal Information in accordance with all Privacy Laws;
- 10.1.3. only use or disclose Personal Information to the extent necessary to provide, use or provide the Services;
- 10.1.4. ensure any person to whom it discloses Personal Information is aware of and complies with the party's obligations under this clause 10.1; and
- 10.1.5. not do any act, engage in any practice, or omit to do any act or engage in any practice that:
 - 10.1.5.1. would result in a breach of a Privacy Law if the Privacy Law applies to those things done, engaged in, or omitted to be done by the party; or
 - 10.1.5.2. would cause the other party to breach or be taken to breach a Privacy Law.

10.2. Permitted Disclosure of Personal Information

You acknowledge and agree that we may disclose Personal Information to our Personnel to the extent they have a need to know for the purposes of providing the Services, providing additional assistance or support, or as otherwise permitted under our published Privacy Policy.

11. Intellectual Property

11.1. Background Intellectual Property

- 11.1.1. Background IP will remain the sole property of the owner. Neither party acquires any right, title or interest in or to the Background IP of the other party by virtue of this Agreement or the disclosure or use of the

Background IP in the course of the performance of the Services, other than as expressly set out in this Agreement.

11.1.2. You grant us a royalty free, revocable, worldwide, personal, non-exclusive licence to use, copy, duplicate or print your Background IP for the purpose of performing the Services and our obligations under this Agreement, and without the right to re-sell or share your Background IP.

11.1.3. We grant you a non-exclusive, non-transferable, non-assignable, revocable licence to use our Materials strictly for the purpose of receiving and utilising the Services in the ordinary course of your business and without the right to resell, commercially exploit or share our Material.

11.2. New Intellectual Property

Unless otherwise agreed, we will retain all rights and title to any new Material developed or created by us as part of the Services under this Agreement.

12. Warranties

12.1. Mutual warranties

12.1.1. Each party represents and warrants to the other party that during the Term:

12.1.1.1. it has full corporate power and authority to enter into, perform and observe its obligations under this Agreement, and that its execution, delivery and performance of this Agreement has been duly and validly authorised by all necessary corporate action; and

12.1.1.2. its obligations under this Agreement are valid, binding and enforceable.

12.2. Our warranties to you

We represent and warrant to you that, at all times during the Term:

12.2.1. to the best of our knowledge, we have the right and power to grant you the licences under this Agreement;

12.2.2. we, and each of our employees, agents or contractors, has the level of skill, knowledge, experience and ability which may be reasonably expected of a professional organisation or individual, as applicable, experienced in providing services of the type and complexity of the Services; and

12.2.3. we will do all things reasonably necessary to ensure the Services are completed in accordance with the terms of the Accepted Proposal or Order Form.

12.3. No warranties in relation to completion or content

12.3.1. We provide no warranty that any result or objective can or will be achieved or attained at all as a result of the provision of the Services.

- 12.3.2. We provide no warranty as to the suitability of the content of the Materials for any purpose other than that specified in the Accepted Proposal or Order Form, which we may interpret, and apply using our experience, skill and judgement, in order to prepare the Materials and determine the content.

13. Indemnity

Each party (Indemnifying Party) indemnifies the other party (Indemnified Party) and their Personnel against all and any claims (including, but not limited to, reasonable legal costs and defence or settlement costs) directly or indirectly arising out of, or in connection with:

- 13.1. any breach of this Agreement by the Indemnifying Party or its Personnel;
- 13.2. any fraudulent or unlawful act or omission of the Indemnifying Party or its Personnel;
- 13.3. any damage to or loss or destruction of real or personal property (including Training Equipment) caused or contributed to by any act or omission of the Indemnifying Party or its Personnel; and
- 13.4. any third-party claim,

except to the extent the loss, damage or cost is caused or contributed to by the act or omission of the Indemnified Party or its Personnel.

14. Infringement Claims

If an Infringement Claim is made:

- 14.1. you must promptly notify us and provide us with assistance to manage the Infringement Claim, as reasonably requested by us; and
- 14.2. we are responsible for and will have the right solely to control the defence and settlement of the Infringement Claim.

15. Force Majeure

- 15.1. If a Force Majeure Event prevents us from providing the Services, we will provide you with written notice of the Force Majeure Event and the anticipated impact on our performance of the Services.
- 15.2. If a Force Majeure Event continues for more than 15 business days, either party may terminate the Agreement by written notice to the other without liability for damages of any kind, including for Consequential Loss.

16. Dispute Resolution

- 16.1. A party must not commence legal proceedings relating to this Agreement unless the party wishing to commence proceedings has complied with this clause 16. However, this clause will not apply where a party seeks urgent interlocutory relief from a court.
- 16.2. If a dispute arises between the parties out of or relating to this Agreement, then:

- 16.2.1. the party alleging the dispute must notify the existence and nature of the dispute to the other party within 10 days of the dispute arising;
- 16.2.2. upon receipt of a notification, the parties must, within 5 days, engage in good faith negotiations and use best endeavours to resolve the dispute;
- 16.2.3. if the dispute is not resolved as provided in paragraph 16.2.2 within 14 days of receipt of the notification, then any party may refer the dispute to mediation as provided in paragraph 16.2.4 and must do so before initiating proceedings in a court to resolve the dispute;
- 16.2.4. any dispute which is referred to mediation must be referred to the Resolution Institute and must be conducted in accordance with the Mediation Rules of the Resolution Institution or the parties may appoint a mediator by mutual agreement; and
- 16.2.5. if the dispute is not resolved within 30 days of referral to mediation, any party is free to initiate proceedings in a court in respect of the dispute.

17. Termination

17.1. Termination for cause

Either party may terminate this Agreement by 14 days' written notice if the other party:

- 17.1.1. commits a material breach of the Agreement that is not capable of remedy;
- 17.1.2. commits a material breach of the Agreement capable of remedy, and does not remedy that breach within 10 business days after receipt of notice of the breach; or
- 17.1.3. suffers an Insolvency Event.

17.2. Consequences of termination by you for our default

- 17.2.1. If you terminate this Agreement under clause 17.1 then, without limiting any other rights, you:
 - 17.2.1.1. will not be required to make any payment in respect of Services not yet supplied on the effective date of termination; and
 - 17.2.1.2. may recover from us all money paid for any Services, or part of a Service, not yet supplied.
- 17.2.2. After exercising your rights under clause 17.1, you must pay the net amount outstanding to us for the Services, or part of a Service, supplied on or before the effective date of termination.

17.3. Termination by us for your default

We may immediately terminate this Agreement by notice to you, if:

- 17.3.1. you fail to pay one or more undisputed amounts due and payable; and

17.3.2. we issue a notice to you that we intend to terminate this Agreement pursuant to this clause 17.3 if payment of the outstanding amount, plus interest, is not received within 10 business days of you receiving the notice; and

17.3.3. you fail to make payment of the outstanding amount plus interest within 10 business days of receiving a notice in accordance with the clause 17.3.

17.4. Consequences of termination by us for your default

If this Agreement is terminated by us under clause 17.1, or 17.3, all money owed by you to us under this Agreement, will immediately become due and payable.

18. Liability and exclusion

18.1. Limitations on liability

18.1.1. Subject to clause 18.1.2 to the fullest extent permitted by law, the total liability of a party under or in connection with this Agreement in respect of all claims will not exceed the fees paid and payable for the Services.

18.1.2. The limitations and exclusions in this clause 18 do not apply to a party's liability for loss suffered or incurred by the other party in respect of:

18.1.2.1. death or personal injury;

18.1.2.2. damage to or loss or destruction of real or personal property (including Training Equipment); or

18.1.2.3. any Infringement Claim.

18.2. Implied terms

18.2.1. Subject to clause 18.2.2, any condition or warranty which would otherwise be implied in this Agreement is excluded.

18.2.2. Pursuant to s64A of the Australian Consumer Law, this clause applies regarding any services that are not of a kind ordinarily acquired for personal, domestic or household use or consumption. Liability for breach of a guarantee conferred by the Australian Consumer Law is limited:

18.2.2.1. to re-supplying the Services; or

18.2.2.2. making full payment for the cost of having the services supplied again.

18.3. Exclusion of consequential loss

Neither party is liable to the other for any kind of indirect or Consequential Loss or damage, including loss or corruption of the Confidential Information, copies or backups, arising out of or in connection with this Agreement.

19. General

19.1. Notice

- 19.1.1. A notice, consent, approval, waiver or other communication provided in connection with this Agreement must be in writing.
 - 19.1.2. A notice may be given by hand delivery, post or by email and is effective upon receipt.
- 19.2. **Entire agreement**

This Agreement represents the entire agreement between the parties and supersedes all prior discussions, negotiations, understandings and agreements in relation to the subject matter of this Agreement.
- 19.3. **Subcontracting**

We may subcontract any or all of our obligations under this Agreement to a third party at any time and without your prior consent, provided that we remain liable for the provision of the Services to you in accordance with this Agreement.
- 19.4. **No exclusivity**

You acknowledge that you are not, and will at no time be, an exclusive client for the kinds of services contemplated by this Agreement and any Accepted Proposal or Order Form.
- 19.5. **Assignment**
 - 19.5.1. You must not assign or otherwise deal with all or any part of its rights or obligations under the Agreement without our prior written consent (which may not be unreasonably withheld but which may be given subject to reasonable conditions).
 - 19.5.2. We may assign or otherwise deal with any of our rights or obligations under the Agreement without your prior consent.
- 19.6. **Waiver and variation**

A provision of the Agreement, or right, power or remedy created under it, may not be varied or waived except in writing signed by the party or parties to be bound.
- 19.7. **Severability**

If any provision is unenforceable or invalid, it will be ineffective to the extent it is unenforceable or invalid, without affecting the validity or enforceability of the remaining provisions of the Agreement.
- 19.8. **Survival**

Termination or expiration in whole or in part of the Agreement does not affect those provisions and those obligations of a party which by their very nature survive termination, including clause 9 (Confidential information), clause 10 (Intellectual property), clause 12 (Warranties), clause 13 (Indemnity and infringement claims), clause 16 (Dispute resolution), clause 17.3 (Consequences of termination), clause 18 (Liability and exclusion) and clause 19.9 (Governing law and jurisdiction).
- 19.9. **Governing law and jurisdiction**

This Agreement is governed by the laws in force in Sydney, New South Wales and the parties submit to the exclusive jurisdiction of the courts of Sydney, New South Wales.

20. Definitions and interpretation

20.1. Definitions

The following definitions apply to this Agreement:

Accepted Proposal means a hard copy or online (including via our website) proposal fully particularising the Services, in its final form which is accepted by you.

Agreement means the agreement between you and us for the supply of Services comprised of the Accepted Proposal or Order Form and these Terms and Conditions.

Australian Consumer Law means Schedule 2 of the Competition and Consumer Act 2010 (Cth).

Background IP means Intellectual Property developed, owned by or licensed to a party as at the Commencement Date, or acquired or developed by a party during the Term, other than for the sole purpose of this Agreement, which that party has the right to license to third parties and which are necessary or desirable for the performance of the Services.

Confidential Information of a party means:

- a) this Agreement and the information within this Agreement;
- b) all information, know-how, ideas, concepts, technology, data, source or object code, designs, functions, features and performance notes, technical data and marketing information such as customer lists, financial information and business plans which is disclosed, communicated or delivered to, learnt by, or which otherwise comes to the knowledge of or into the possession of the other party under or in connection with this Agreement,

but does not include:

- a) information which is or becomes available in the public domain (other than through breach of confidence);
- b) information received by the other party other than as a result of a breach of any duty of confidence owed to the first party; or
- c) information which has been independently developed by the other party.

Consequential Loss means the following, however arising and even if it is reasonably contemplated by the parties at the Commencement Date as a likely result of breach of the Agreement:

- a) incidental, special, remote or unforeseeable loss;

b) loss of revenue, profit, income, bargain, opportunity, use, production, business, contract, goodwill, or anticipated savings, loss caused by business interruption, or the cost of obtaining new financing or maintaining existing financing, but excluding loss of any amounts that would, but for the act or omission of a party, have otherwise been payable under this Agreement;

c) costs or expenses incurred to prevent or reduce loss or damage which otherwise may be incurred or suffered by a third party; or

d) loss or damage of the nature set out above in clauses (a) to (c) (inclusive) that is incurred or suffered by or to a third party.

Commencement Date means the date on which you enter into the Agreement with us by accepting the Accepted Proposal or Order Form, or these terms in accordance with clause 1.

Deposit means the amount specified as such in the Accepted Proposal or Order Form (if applicable).

Fee means the fees for the Services, as specified in the Accepted Proposal or Order Form, including any applicable Deposit.

Force Majeure Event means anything outside the reasonable control of a party regardless of whether it is reasonably contemplated by the parties at the Commencement Date as a likely result of breach of the Agreement.

GST means the goods and services tax imposed by the A New Tax System (Goods and Services Tax) Act 1999 (Cth).

Infringement Claim is any actual, threatened or potential claim, demand, proceeding, suit, objection or other challenge:

a) affecting either parties' ownership of, or rights in, that party's Background IP; or

b) claiming that the supply or other use of the Material or Background IP, infringes or may infringe the Intellectual Property rights of a third party.

Insolvency Event means bankruptcy, a liquidation or winding up, the appointment of a controller, administrator, receiver, manager or similar insolvency administrator to a party, or any substantial part of its assets or any event that has a substantially similar effect to the above events.

Intellectual Property means all rights conferred under statute, common law or equity, wherever in the world subsisting, in relation to trade marks, copyright, patents, patentable inventions and designs, whether existing now or in the future and whether or not registered or registrable, and includes any rights subsisting in or relating to Confidential Information, trade secrets, know-how, inventions, discoveries, geographical indications

of origin, semiconductor and circuit layouts, programming tools, object code, source code, microcode, mask works, methods, techniques, recipes, formulae, algorithms, modules, libraries and databases and further includes the right to apply for the registration or grant of any such intellectual property.

Material means all material in whatever form, including documents, specifications, reports, products, equipment, Training Equipment, information, data, graphic layouts, images and software, prepared and provided by us in connection with the Services, and which may be more particularly described in the Accepted Proposal or Order Form. Order Form means each written or online order specifying the Services to be provided under this Agreement and applicable Fees, that is entered into between you and Medcast. By accepting an Order Form, you agree to be bound by the terms of this Agreement as if it were an original party hereto.

Personal Information means data by which a person may be personally identified, including a person's name, postal address, email address, telephone number and any other information a party collects, including that which is defined as personal or personally identifiable information under applicable Privacy Laws.

Privacy Laws means all domestic and international laws, rules, regulations and regulatory guidance relating to privacy, data security, cybersecurity, anti-spam and the collection, storage, use and disclosure of Personal Information, as applicable to either party.

Personnel means any person engaged by or acting for or on behalf of a party and includes any director, officer, employee, agent, contractor or subcontractor of the party.

Services means the services to be provided by us to you, as more particularly described in the Accepted Proposal or Order Form. Special Conditions means those terms (if any) listed in the Accepted Proposal or Order Form, which may include assumptions or prerequisites for the Services.

Term means the period from the Commencement Date and the date that this Agreement is terminated or expires in accordance with its terms. Terms and Conditions means these terms and conditions, as amended by us from time to time.

Training Equipment means all property and equipment provided by us in connection with the Services, including any tools, props, manikins, simulators, defibrillators, computers, hardware, projectors, projector screens, and which may be more particularly described in the Accepted Proposal or Order Form. User means an individual who you authorise to use the Services pursuant to your rights under this Agreement. Users may include, for example, your employees, consultants, contractors and agents.

Website means our website located at <https://medcast.com.au> and all subdomains thereof, as amended by us from time to time.

you, your means the party acquiring the Services from us as identified in the Accepted Proposal or Order Form and, as the context requires, its Personnel.

20.2. Interpretation

In this Agreement:

- 20.2.1. no provision of this Agreement will be construed to the disadvantage of a party merely because that party was responsible for preparing this Agreement or including the provision in this Agreement;
- 20.2.2. all monetary amounts are expressed in AUD; and
- 20.2.3. the parties must perform their obligations on the dates and times fixed by reference to Sydney, New South Wales.