

Purchase Order for Goods and/or Services from Supplier

Serco Australia Pty Ltd Terms and Conditions

1. Definitions

For the purpose of these Conditions:

- (a) "**Affiliate**" means any entity that directly or indirectly through one or more intermediaries, controls or is under the control of, or is under common control with, as the case may be, Serco, and any joint venture or partnership in which any such entity is a participant or has an interest;
- (b) "**Agreement**" means the Order and these Conditions;
- (c) "**Anti-Bribery and Anti-Corruption Legislation**" means: the *Bribery Act 2010* (UK); Division 70 and Parts 7.6 and 10.9 of the *Criminal Code Act 1995* (Cth); the *Proceeds of Crime Act 2002* (Cth); Part 4A of the *Crimes Act 1900* (NSW); section 176 of the *Crimes Act 1958* (VIC); section 150 of the *Criminal Law Consolidation Act 1935* (SA); sections 442B to 442BA of the *Criminal Code Act 1899* (Qld); sections 529 to 539 of the *Criminal Code* (WA); section 266 of the *Criminal Code Act 1924* (TAS); sections 356 to 357 of the *Criminal Code 2002* (ACT); sections 236 of the *Criminal Code Act 1983* (NT), as applicable to the Goods and Services;
- (d) "**Australian Consumer Law**" means Schedule 2 of the *Competition and Consumer Act 2010* (Cth), as amended from time to time;
- (e) "**Conditions**" means these terms and conditions;
- (f) "**Consumer Protection Legislation**" means the following: Australian Consumer Law; *Sale of Goods Act 1923* (NSW); *Goods Act 1958* (VIC); *Sale of Goods Act 1896* (QLD); *Sale of Goods Act 1896* (TAS); *Sale of Goods Act 1954* (ACT); and *Sale of Goods Act* (NT), as applicable to the Goods and/or Services;
- (g) "**Goods**" means any goods agreed in this Agreement to be purchased by Serco from the Supplier (including any part or parts of them);
- (h) "**Intellectual Property Rights**" means copyright, all rights in relation to inventions (including patents), registered and unregistered trade marks, registered and unregistered designs, circuit layouts, know-how, confidential information and all other

rights resulting from intellectual activity in the industrial, scientific, literary or artistic fields;

(i) "**Order**" means Serco's written instruction for the Supplier to supply the Goods and/or Services, incorporating these Conditions;

(j) "**Privacy Laws**" means the *Privacy Act 1988* (Cth), the Australian Privacy Principles contained in Schedule 3 to the *Privacy Act 1988* (Cth), any applicable APP Code and any other applicable law or code relating to the collection, handling, storage, processing, use or disclosure of personal information; and any other privacy legislation (to the extent that such legislation applies to the Supplier or Serco) from time to time in force in any Australian jurisdiction or a non-Australian jurisdiction (to the extent that the Supplier and/or Serco is subject to the laws of that jurisdiction).

(k) "**Serco**" means Serco Australia Pty Ltd (ABN 44 003 677 352) or its related entities; and

(l) "**Services**" means the services (or any part or parts of them) set out in this Agreement to be supplied to Serco by the Supplier and any related services not specifically described in this Agreement that are reasonably required for the proper performance and provision of such services;

(m) "**Serco Personal Information**" means any Personal Information (as that term is defined in the *Privacy Act 1988*) relating to any Serco Personnel, any Serco Affiliate or Serco, or any other Personal Information handled by or on behalf of the Supplier under this Agreement;

(n) "**Supplier**" means the person, firm or company who accepts Serco's Order.

(o) "**Supplier Code of Conduct**" means Serco's Supplier Code of Conduct found at <https://www.serco.com/media/2161/serco-supplier-code-of-conduct-3.pdf?1512990200>.

2. Supplier's Conditions and Effect of Order

2.1 Subject to clause 2.3, the Agreement contains the entire agreement and understanding between the parties. No other terms will be binding on Serco unless expressly agreed to in writing by Serco.

2.2 The Supplier is taken to have accepted the Order by indicating its acceptance by oral or written communication or by conduct that is consistent with the existence of a contract. For example, if the Supplier starts to perform its obligations under the Order.

2.3 If the Order relates to Goods and/or Services the subject of a formally executed contract between the Supplier and Serco, the terms of that contract apply to the exclusion of this Agreement and of all other agreements, warranties and

representations. If there is no formally executed contract, this Agreement constitutes the entire agreement of the parties in relation to the supply of the Goods and/or Services and all other agreements, warranties and representations are excluded.

3. Goods

3.1 The Supplier warrants that all Goods delivered must:

- (a) be free from defects in design, materials or workmanship and remain so for 12 months after delivery to Serco;
- (b) conform strictly to the details contained in the Order including any specifications, drawings or sample specified or furnished;
- (c) be of merchantable quality and, unless otherwise specified in the Order, must be new;
- (d) fit for any purpose held out by the Supplier or made known to the Supplier by Serco; and
- (e) comply with all applicable laws.

This warranty will survive any inspection, delivery, acceptance or payment by Serco of the Goods.

3.2 The Supplier must deliver the Goods to Serco:

- (a) at the Supplier's cost and risk;
- (b) by the date specified on the Order, or, if a date is not specified, within 30 days of the date of the Order;
- (c) to Serco's place of business or to such other place of delivery as is agreed by Serco in writing prior to delivery of the Goods. Unless otherwise stipulated by Serco in the Order, deliveries must only be accepted by Serco in normal business hours; and
- (d) with a delivery note which includes the Order number, date of Order, number of packages and contents and, in the case of part delivery, the outstanding balance remaining to be delivered. All delivery notes provided pursuant to this clause will act as an inventory of the Goods delivered and have no other purpose.

3.3 The Supplier must off-load the Goods at its own risk as directed by Serco. The Goods will remain at the risk of the Supplier until delivery to Serco is complete (including off-loading and stacking) when risk in the Goods will pass to Serco.

3.4 Subject to clause 3.3, legal and beneficial title in the Goods passes to Serco on the earlier of: (i) delivery of such Goods in accordance with the Agreement; and (ii) payment by Serco for such Goods, without prejudice to any rights of rejection that Serco may have under the Agreement.

3.5 Where Serco agrees in writing to accept

delivery by instalments the Agreement must be construed as a single contract in respect of each instalment. Failure by the Supplier to deliver any one instalment will entitle Serco at its option to treat the whole Agreement as repudiated.

3.6 Serco and any of Serco's customers may at any time inspect and test the Goods, including before, during or after manufacture. Where inspection or testing is requested by Serco (or any Serco customer), the Supplier must (without additional charge):

- (a) provide reasonable facilities for the inspection or testing; and
- (b) assist Serco or any Serco customer with undertaking the inspections and tests in a safe manner.

3.7 The final inspection and acceptance of the Goods will be on Serco's premises unless otherwise specified in the Order.

3.8 If, after delivery of any Goods, Serco determines that:

- (a) there is a physical shortfall in the quantity delivered, then without prejudice to Serco's other rights or remedies, the Supplier must promptly correct any shortfall; or
- (b) Goods have been delivered in excess of the quantities stated in the Order, then:
 - (i) Serco is not bound to pay for the excess; and
 - (ii) any excess will be held by Serco at the Supplier's risk and will be returned upon request at the Supplier's expense; or
- (c) Goods are visibly damaged and/or do not comply with the requirements of clause 3.1, then without prejudice to Serco's other rights or remedies, the Supplier must promptly at its own expense replace any defective Goods without waiting for the defective Goods to be returned by Serco. Serco will return (at the Supplier's cost and risk) any defective Goods to the Supplier after receipt of replacement Goods.

4. Services

4.1 The Supplier must provide the Services in accordance with the Agreement from the commencement date specified in the Order until the expiry date specified in the order, subject to early termination in accordance with the terms of this Agreement.

4.2 The Supplier must:

- (a) perform the Services with due care, skill and diligence;
- (b) ensure that the Services conform with the Order;
- (c) perform the Services in accordance with all applicable laws; and
- (d) observe all health and safety rules and regulates and any other reasonable requirements that apply to any of Serco's

premises at which Services are being provided.

- 4.3** The Supplier must meet any dates or deadlines for performance of the Services set out in the Order, provided that if no performance dates are specified, the Supplier must perform the Services promptly, diligently and within a reasonable time of the date of the Order.

5. Supplier Obligations

5.1 If the Supplier fails to make delivery of the Goods and/or perform the Services at the time agreed upon, then, without prejudice to any other rights which it may have, Serco reserves the right to:

- (a) cancel the Agreement in whole or in part;
- (b) refuse to accept any subsequent delivery of the Goods and/or Services which the Supplier attempts to make;
- (c) purchase elsewhere and recover from the Supplier any expenditure reasonably incurred by Serco in obtaining the Goods and/or Services in substitution from another supplier; and
- (d) claim damages for any additional costs, loss or expenses incurred by Serco which are in any way attributable to the Supplier's failure to deliver the Goods and/or perform the Services on the due date.

5.2 The Supplier must, in supplying the Goods and/or Services:

- (a) not interfere with Serco's activities or the activities of any other person at the delivery address;
- (b) be aware of and comply with and ensure that the Supplier's employees, agents and contractors are aware of and comply with: (i) all applicable laws; (ii) all Serco site standards and procedures, to the extent that they are applicable to the supply of the Goods and/or Services by the Supplier; and (iii) all lawful directions and orders given by Serco's representative or any person authorised by law to give directions to the Supplier;
- (c) ensure that the Supplier's employees, agents and contractors entering Serco's premises perform in a safe manner and are properly qualified for, and skilled in, the performance of their tasks and are of such character as not to prejudice: (i) safe working practices; (ii) safety and care of property; and (iii) continuity of work; and
- (d) provide all such information and assistance as Serco may reasonably require in connection with any statutory or health or safety investigation or any other matter required by law in connection with the supply of the Goods and/or Services.

6. Price

The price of the Goods and/or Services is as stated in the Order and unless otherwise agreed in writing by Serco is exclusive of GST but inclusive of all other charges. Any GST must be charged in accordance with the relevant regulation in force at the time of making the taxable supply and will be paid by Serco following receipt from the Supplier of a valid GST invoice. No variation in the price or extra charges will be accepted by Serco.

7. Payment

7.1 The Supplier must invoice Serco in accordance with Serco's invoicing procedures as notified from time to time. Unless otherwise stated in the Order, the Supplier may invoice Serco for amounts payable under this Agreement:

- (a) in respect of the Goods, within 20 Business Days of delivery and acceptance; and
- (b) in respect of the Services, at the end of each calendar month.

7.2 Serco must pay the price of the Goods and/or Services within 45 days of the date of valid, undisputed invoice as received from the Supplier but time for payment must not be of the essence of the Agreement.

7.3 Without prejudice to any other right or remedy, Serco reserves the right to withhold or set off any amount owing at any time from the Supplier to Serco against any amount payable by Serco to the Supplier under the Agreement.

5.3 Payment will be made only on a correctly rendered tax invoice. Invoices which fail to correctly quote an Order number or are otherwise incorrect may be returned unpaid.

8. Confidentiality

8.1 The Supplier must keep in strict confidence all technical or commercial know-how, specifications, inventions, processes or initiatives which are of a confidential nature and have been disclosed to the Supplier by Serco or its agents and any other confidential information concerning Serco's business or its products which the Supplier may obtain and the Supplier must restrict disclosure of such confidential material to such of its employees, agents or sub-contractors as need to know the same for the purpose of discharging the Supplier's obligations to Serco and must ensure that such employees, agents or sub-contractors are subject to like obligations of confidentiality as bind the Supplier.

8.2 The Supplier agrees and acknowledges that Serco is permitted, without requiring the Suppliers' prior written consent, to disclose details of the Supplier and provide copies of Orders and related information, to any third party (or its nominee) which has engaged

Serco to provide services at a site to which Goods and/or Services are delivered.

9. Audit Rights

The Supplier must make available to Serco any file, correspondence, document or information relating to its performance of its obligations under this Agreement and any other information which Serco may require to verify the Supplier's performance of this Agreement or to comply with the requirements of any applicable laws, relevant governmental authority and/or customer of Serco. The Supplier agree to permit Serco, its professional advisers, its customers and any relevant governmental authority access to all information in its possession or control which they may reasonably require in relation to this Agreement.

10. Serco's Property and Intellectual Property Rights

10.1 All material including tools, furnished or specifically paid for by Serco will be: (a) the property of Serco; (b) subject to removal at any time without additional cost upon demand by Serco; (c) used only for filling orders from Serco; and (d) kept separate from other materials or tools and will be clearly identified as the property of Serco. The Supplier assumes all liability for loss or damage, with the exception of normal wear and tear and agrees to supply detailed statements of inventory upon request by Serco.

10.2 Materials, equipment, tools, dies, moulds, or any other forms of Intellectual Property Rights in all drawings, specifications, data or other materials supplied by Serco to the Supplier or not so supplied but used by the Supplier specifically in the manufacture of the Goods must at all times be and remain the exclusive property of Serco but must be held by the Supplier in safe custody at its own risk and maintained and kept in good condition by the Supplier until returned to Serco and must not be disposed of other than in accordance with Serco's written instructions, nor will such items be used otherwise than as authorised by Serco in writing.

10.3 Each party grants to the other party a perpetual, non-exclusive, royalty-free licence to use its Intellectual Property Rights subsisting in any materials it provides or makes available to the other party under or in connection with the Goods and/or Services.

10.4 The Supplier assigns to Serco all Intellectual Property Rights created or developed by the Supplier, or on Supplier's behalf, to meet Serco's requirements under the Order or otherwise in the course of

providing the Goods and/or Services ("**Developed IP**"). To the extent the Supplier is not the owner of any Developed IP, the Supplier must procure, at its' own cost, that the owner assigns its rights in the Developed IP to Serco.

10.5 To the extent permitted by law, the Supplier will obtain, at Serco's request, from the Supplier personnel whose Moral Rights (as defined in the *Copyright Act 1968* (Cth)) may be affected all irrevocable consents necessary to allow Serco to exercise rights in the Developed IP.

11. Ethics and Compliance

11.1 Obligations: The Supplier must, and must ensure that all Supplier personnel:

- (a) comply and act consistently with Serco's Suppliers Code of Conduct;
- (b) comply with all applicable laws, statutes and/or regulations relating to anti-slavery, human trafficking, child labour, forced labour, collective bargaining, discrimination, abuse, working hours and minimum wages, including the *Modern Slavery Act 2018* (Cth) and/or the *Modern Slavery Act 2018* (NSW);
- (c) comply with all applicable laws, statutes and/or regulations relating to anti-bribery and anti-corruption, including the Anti-Bribery and Anti-Corruption Legislation;
- (d) not engage in any activity, practice or conduct which would constitute an offence under clauses (b) or (c) had the activity, practice or conduct been carried out in the relevant jurisdiction;
- (e) promptly report to Serco any request or demand which if complied with would amount to a breach of this Agreement or Serco's Supplier Code of Conduct;
- (f) ensure that any person associated with it who is performing Services or providing Goods in connection with this Agreement does so only on the basis of a written subcontract which imposes on and secures from such person terms equivalent to those imposed on Supplier in this clause 11.1 In respect of any person associated with the Supplier for which clause (f) applies, the Supplier is responsible for the entry into a subcontract, and observance and performance by such persons of the obligations set out in this clause 11.1.

11.2 The Supplier indemnifies Serco against any Losses incurred by, or awarded against, Serco as a result of any breach of clause 11.1 by the Supplier or any breach of provisions equivalent to such clauses in any subcontract by any subcontractor.

12. Data Protection

12.1 Unless otherwise defined in this Agreement, capitalised or italicised terms in this clause 12 have the meanings in Section 6 (Interpretation) of the *Privacy Act 1988* (Cth).

12.2 The Supplier must:

- (a) comply with the Privacy Laws or, if the Supplier is not bound by a Privacy Law, the Supplier must observe the obligations expressed in a Privacy Law to be binding on an APP Entity or other entity, as if the Supplier was so bound;
- (b) take all reasonable steps (from time to time) to implement practices, procedures and systems that ensure compliance with the Privacy Laws;
- (c) use any Personal Information disclosed by Serco or its Affiliates only for the purposes of fulfilling the Supplier's obligations under this Agreement;
- (d) unless required under Applicable Law, not cause or allow Personal Information to be disclosed or transferred to or handled by a third party provider (including any overseas recipient) without Serco's prior written approval on terms which (at Serco's discretion) includes a requirement for the Supplier to:
 - (i) assess the security controls of the proposed third party provider, including consideration of their governance arrangements, controls relating to software security, access security and network security;
 - (ii) enter into a written contract with the proposed third party provider under which that third party agrees to obligations that are equivalent to the Supplier's obligations set out in this clause 12;
- (e) ensure that the Personnel of such third party are subject to binding obligations of confidentiality in respect of Personal Information handled under this Agreement and are formally instructed in the performance of the obligations owed to Serco in respect of Personal Information under this clause 12;
- (f) procure that all of the Supplier's Personnel and any third parties who have access to Personal Information in connection with this Agreement:
 - (i) comply with the terms of this clause 12; and
 - (ii) are formally instructed in the performance of the obligations owed to Serco in respect of Personal Information under this clause 12; and
 - (iii) maintain a record of all activities involving the management of Personal Information under or in connection with this Agreement and of the

Supplier's compliance with the provisions of this clause 12.

12.3 The Supplier must:

- (a) comply with Serco's Security Policy;
- (b) maintain all information security certifications in compliance with clause 13 (Data Security);
- (c) not do anything that would put Serco in breach of the Privacy Laws;
- (d) comply with any reasonable request by Serco from time to time to:
 - (i) undertake a privacy impact assessment; and
 - (ii) assist Serco with regard to the management of Personal Information under this Agreement;
- (e) assist Serco to ensure Serco complies with the Privacy Law in respect of Serco's obligations under this Agreement;
- (f) provide details to Serco of all information security certifications which the Supplier holds;
- (g) inform Serco within 1 Business Day of any privacy complaints or events which may cause the Privacy Law to be breached and assist Serco in investigating any complaints or potential breaches, including providing access to all relevant information;
- (h) at any time upon request, and in any event upon termination or expiry of this Agreement, deliver up to Serco or (at Serco's choice) securely delete or destroy or procure the same, of all of Serco Personal Information in the Supplier's possession or in the possession of the Supplier's Personnel or any third party (except for any of Serco Personal Information which the Supplier or the Supplier's Personnel or third parties are required to keep under Applicable Laws).

12.4 The Supplier represents, warrants and undertakes to Serco that it has in place and will maintain all appropriate technical and organisational measures as may be required to perform its obligations under this Clause 12 and the Privacy Law.

12.5 The Supplier represents, warrants and undertakes to Serco that:

- (a) it has in place systems and procedures to detect and report when an event has occurred that may give rise to reasonable grounds to suspect that an Eligible Data Breach has occurred; and
- (b) it has in place systems and procedures to investigate and assess a suspected Eligible Data Breach within 30 days of becoming aware of a suspected breach, including a documented procedure for making an assessment of the circumstances in accordance with

section 26WH of the *Privacy Act 1988* (Cth);

(c) in the event of a suspected Eligible Data Breach it will:

- (i) carry out an assessment of the circumstances of the event referred to in clause 12.5(a) in accordance with section 26WH of the *Privacy Act 1988* (Cth);
- (ii) promptly notify and cooperate with Serco to mitigate any Losses Serco may suffer in connection with such breach including to minimise any loss of goodwill;
- (iii) act in accordance with the directions of Serco, including with regard to any communication with affected individuals or entities and/or the Commissioner and liaising with Serco on the content of any such communications; and
- (iv) comply with each obligation under Part IIIC of the *Privacy Act 1988* (Cth) including any declaration or direction by the Commissioner in connection with such event.

12.6 The Supplier acknowledges that if it breaches the Privacy Law, Serco may suffer Losses and incur costs and expenses or be liable to pay penalties and/or damages as a result of such a breach.

12.7 The Supplier indemnifies Serco in respect of any Losses claimed (whether in contract, tort (including negligence), strict liability or otherwise) resulting from;

- (i) a breach by the Supplier, its Personnel or third parties of the Privacy Law (including any Eligible Data Breach); and
- (j) any breach of the Supplier's obligations or of a representation, warranty or undertaking given under this clause 12.

13. Data Security

Where the Supplier accesses (or has access to), hold, handle or process any of Serco's Personal Information or Confidential Information, without prejudice to the provisions of clause 8 (Confidentiality) and clause 12 (Data Protection), the Supplier must at all times be certified as compliant with the standards set out in ISO27001:2013 (or such replacement data security standard as Serco may notify from time to time) by an accredited certification body and must hold any and all of Serco's Confidential Information and Serco's Personal Information in the Supplier's possession in compliance with such standards. On request from Serco, the Supplier agree to provide evidence of such certification.

14. Force Majeure

Serco reserves the right to defer the date of

delivery or payment or to cancel the Agreement or reduce the volume of the Goods and/or Services ordered if it is prevented from or delayed in the carrying on of its business due to circumstances beyond the reasonable control of Serco including, without limitation, acts of God, governmental actions, war or national emergency, acts of terrorism, protests, riot, civil commotion, fire, explosion, flood, epidemic, lock-outs, strikes or other labour disputes (whether or not relating to either party's workforce), or restraints or delays affecting carriers or inability or delay in obtaining supplies of adequate or suitable materials.

15. Termination

15.1 Serco may immediately terminate this Agreement or reduce the scope of the Goods and/or Service by giving written notice to the Supplier.

15.2 Serco may at any time (by giving notice in writing to the Supplier) immediately terminate this Agreement where:

- (a) the Supplier commits a material breach of this Agreement; or
- (b) Serco is required to terminate this Agreement under any applicable law or by a governmental authority.

15.3 The termination of this Agreement does not prejudice the rights and duties of Serco accrued prior to termination.

15.4 The clauses in this Agreement that expressly or impliedly have effect after termination will continue to be enforceable notwithstanding termination.

15.5 On the expiry or earlier termination of this Agreement (in whole or in part) for any reason, the Supplier must co-operate with Serco to ensure an orderly migration of any Services to Serco or such replacement supplier as Serco may direct at no additional cost to Serco.

15.6 On termination of this Agreement for any reason, the Supplier (or, if appropriate, its receiver, administrator, administrative receiver, liquidator or manager) must:

- (a) promptly deliver to Serco all necessary documents relating to the Goods and/or Services; and
- (b) provide all required assistance to ascertain the status of the relevant Goods and/or the Services and the input required to provide and complete the relevant Goods and/or Services and to operate, support and maintain the relevant Goods and/or Services in accordance with the Specifications; and
- (c) provide all required assistance to ascertain all relevant Goods or Deliverables in which title has passed to Serco but which remain in the Supplier's possession; and

- (d) immediately (and within 7 days after the date of termination at the latest) repay to Serco any monies which have been paid in advance and which relate to the supply of Goods and/or Services after the date of termination.

16. Indemnity and insurance

16.1 The Supplier must keep Serco indemnified in full against all direct, indirect or consequential liabilities (all three of which terms include, without limitation, loss of profit, loss of business, depletion of goodwill and like loss), loss, damages, injury, costs and expenses (including legal and other professional fees and expenses) awarded against or incurred or paid by Serco as a result of or in connection with:

- (a) defective workmanship, quality or materials;
- (b) an infringement or alleged infringement of any Intellectual Property Rights caused by the use, manufacture or supply of the Goods and/or Services;
- (c) any breach of clause 3.1, 4.2, 8, 10, 11, 12 and 13;
- (d) any claim made against Serco in respect of any liability, loss, damage, injury, cost or expense sustained by Serco's employees or agents or by any customer or third party to the extent that such liability, loss, damage, injury, cost or expense was caused by, relates to or arises from the Goods and/or Services as a consequence of a direct or indirect breach or negligent performance or failure or delay in performance of the terms of the Agreement by the Supplier. The indemnities in this clause survive the expiry or termination of this Agreement.

16.2 The Supplier must, for so long as any obligations remain in connection with this Agreement, effect and maintain insurance appropriate to those obligations. Upon request, the Supplier must provide Serco with proof of insurance acceptable to Serco.

17. Serco's Affiliates

17.1 The Supplier agrees that all benefits, warranties, indemnities, licences and other rights and remedies provided to or conferred upon Serco under this Agreement are also provided to or conferred upon Serco's Affiliates and in providing Goods and/or Services to Serco's Affiliates, the Supplier agree that it owes the same duties and obligations to Serco's Affiliates as to Serco. Where the Supplier provides Goods and/or Services to a Serco Affiliate, that Serco Affiliate has the same rights under this Agreement as Serco and the Supplier owes the same duties and obligations to such Affiliate as the Supplier does to Serco.

17.2 Any liability, loss, damage, injury, cost or

expense suffered, incurred or paid by a Serco Affiliate as a result of the Supplier's negligence or breach of this Agreement (an "Affiliate Loss") will be treated as if it was suffered, incurred or paid by Serco and Serco may enforce directly against the Supplier any of the rights or the benefits conferred on any of Serco's Affiliates by this Agreement and recover any such Affiliate Loss.

17.3 The Supplier and Serco may vary or terminate this Agreement in accordance with its terms without the agreement or consent of any of Serco's Affiliates, even if that variation or termination affects the benefits conferred on the relevant Affiliate.

18. General

18.1 This Agreement is governed by, construed and interpreted according to the laws in force in New South Wales and will be subject to the exclusive jurisdiction of the courts in New South Wales.

18.2 If any clause or part of any clause is held by a court to be invalid or unenforceable, that clause or part of a clause is to be regarded as having been deleted from this Agreement, this Agreement will otherwise remain in full force and effect.

18.3 Failure by a party to insist on strict performance of any term, warranty or condition of this Agreement will not be taken as a waiver of it or of any rights the party may have and no waiver will be taken as a waiver of any subsequent breach of any term, warranty or condition.

18.4 Except as expressly set out in this Agreement, no variation of the terms of this Agreement, including the introduction of any additional terms and conditions, will be effective unless it is agreed in writing and signed by Serco.

18.5 The Supplier must not, without Serco's prior consent in writing (which may be provided or withheld in Serco's absolute discretion), subcontract the whole or any part of the work under this Agreement. Despite any approval to sub-contract, the Supplier remains fully responsible for the performance of its obligations under the Agreement notwithstanding those obligations may be performed by a sub-contractor.