



MASTER TERMS AND CONDITIONS



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Effective as of : 1st Feb 2022

The Customer named below acknowledges and accepts these terms and conditions.

Customer: [insert name of legal entity]

Signed by [click here to enter full legal name of Customer] by its authorised signatory:

Date: / /

Customer Contact details:

Physical Address:	[Click here to enter Physical Address]
Postal Address:	[Click here to enter Postal Address]
Email:	[Click here to enter email address]
Attention:	[Click here to enter Contact Person for receipt of notices under this agreement]

EtherTech Pty Ltd T/As EtherTech Computer Services (“Supplier”) provides a range of services including managed services and professional services and resells various cloud services including Microsoft cloud services, in accordance with these terms and conditions and the applicable ‘Associated Agreement’. The Supplier may amend or replace these terms and conditions on one month’s written notice to the Customer at any time (for existing Contracts the terms and conditions in place at the time that the Contract was made continue to apply for that Contract, unless the Customer agrees otherwise in writing). By ordering services such as managed services, professional services and/or cloud services from the Supplier, the Customer accepts the terms and conditions that apply at that time. Any additional or different terms that the Customer includes in any communication with the Supplier will not be binding on the Supplier or included in any Contract unless expressly agreed upon in writing by the Supplier.

1 Definitions and interpretation

1.1 In these terms and conditions:

“Associated Agreement” means:

- (a) any agreement or statement of work or statement of supply that is entered into between the parties which is made pursuant to these terms and conditions (for example by referencing that it is made under these Master Terms and Conditions) and may include by way of example only a ‘Managed Services Agreement’ or ‘Statement of Work - Managed Services’, and/or ‘Cloud Supply Agreement’ or ‘Statement of Supply - Cloud Supply’; and
- (b) any additional terms and conditions that are accepted and agreed by the Customer and which are expressed as being made pursuant to these Master Terms and Conditions (and may include by way of example only the ‘Professional Services Terms and Conditions’).

“Australian Consumer Law” means Schedule 2 of the *Competition and Consumer Act 2010* (Cth);

“Confidential Information” means any information disclosed in confidence to one party by the other party including without limitation the Customer Data, whether of a business, financial, technical or non-technical nature or otherwise and whether existing in hard copy form, electronically or otherwise but does not include any information which is:

- (a) on receipt by the recipient party, in the public domain or which subsequently enters the public domain without any breach of the Contract;
- (b) on receipt by the recipient party, already known by that party (otherwise than as a result of disclosure by the other party);
- (c) at any time after the date of receipt by the recipient party, received in good faith by the recipient party from a third party;
- (d) required by law to be disclosed by the recipient party;

“Contract” means these terms and conditions and the relevant Associated Agreement;

“Customer Data” means the Customer’s data including all text, sound, video or image files and the Customer’s software and includes Personal Information;

“Data Protection Laws” means the Privacy Act and includes any and all other applicable laws relating to Personal Information (including data security, protection, privacy or the processing of Personal Information);

“Force Majeure Event” means any war, riot, third party strike, pandemic, civil emergency, natural disaster or other circumstance of a similar nature that is outside of the control of the affected party;

“Intellectual Property” means copyright, patents, designs, trademarks, trade names, goodwill rights, trade secrets, confidential information and any other intellectual proprietary right or form of intellectual property;

“Personal Information” means information or an opinion about an identified individual, or an individual who is reasonably identifiable:

- (a) whether the information or opinion is true or not; and
- (b) whether the information or opinion is recorded in a material form or not,

and includes any other information that is ‘personal information’, ‘personal data’, or similar terms under applicable Data Protection Laws;

“Privacy Act” means the Australian Privacy Act (1988) Cth;

“Products, Deliverables and Services” means the products, deliverables and/or services provided under an Associated Agreement, as described in the relevant Associated Agreement;

“Working Day” means a day other than a Saturday, Sunday or public holiday in the state of Victoria, Australia.

1.2 Interpretation

- (a) In these terms and conditions, reference to the plural includes reference to the singular, and vice versa.
- (b) Headings inserted in these terms and conditions are for convenience of reference only and do not affect the interpretation of these terms and conditions.
- (c) Reference to any legislation includes any statutory modification or re-enactment of that Act for the time being in force.

2 Term

2.1 Each Contract will commence on the date specified in the relevant Associated Agreement or if not specified will commence on the date that the Associated Agreement is signed by both parties, or in the case of Associated Agreements that require the signature of the Customer only on the date of signing by the Customer, or in the case of terms and conditions which are accepted and not signed by the Customer on the date of that acceptance.

2.2 Each Contract will continue for the term specified in the relevant Associated Agreement or if no term is specified will continue until terminated in accordance with the relevant Associated Agreement or under the termination provisions in these terms and conditions.

3 Order of precedence

3.1 If there is any conflict or inconsistency between these terms and conditions and an Associated Agreement, the following order of precedence applies to the extent of that conflict or inconsistency (listed below in order of high to low priority):

- (a) each Associated Agreement (with the order of priority of the parts of each Associated Agreement being as described in the relevant Associated Agreement);
- (b) these terms and conditions.

4 Products, Deliverables and Services

4.1 The Supplier will provide Products, Deliverables and Services (as applicable) to the Customer:

- (a) in accordance with each Associated Agreement entered into between the parties;
- (b) using reasonable care and skill;
- (c) using people who have the necessary skills and experience; and
- (d) in accordance with all applicable laws.

4.2 If the Customer requests services which are not covered by an existing Associated Agreement, the Supplier will issue a draft of the relevant Associated Agreement to the Customer for review and signing. Nothing in this Agreement commits the Supplier to providing services unless an Associated Agreement is agreed and signed by both parties, or approved and signed by the Customer (as applicable).

4.3 The Customer will:

- (a) only use the Products, Deliverables and Services, for lawful purposes and not for fraudulent, illegal or destructive purposes;
- (b) adhere to any specific requirements or restrictions in respect of the Products, Deliverables and Services included or referenced in an Associated Agreement;
- (c) not sell, re-sell, or otherwise provide the Products, Deliverables and Services to any third party unless such selling, re-selling, or provision is expressly permitted or anticipated in the relevant Associated Agreement;
- (d) not allow the Products, Deliverables or Services to be affected by any virus or destructive media, or use the Products, Deliverables or Services in any way which is intended to be, or is, detrimental to:
 - i. the use of those Products, Deliverables or Services by other customers of the Supplier or other users; or
 - ii. the systems utilised to provide the Products, Deliverables and Services.

5 Customer's obligations

5.1 Without limiting the Customer's obligations under any Associated Agreement, the Customer will:

- (a) where required to provide data to the Supplier, provide that data in a format suitable for import and otherwise as reasonably requested by the Supplier;
- (b) where the Supplier's personnel will attend on site at the Customer's premises:
 - i. provide a suitable and safe work environment for the Supplier's personnel while on site in accordance with all applicable health and safety legislation;
 - ii. maintain suitable public liability insurance policies that include coverage for the Supplier's personnel while they are at the Customer's site; and
 - iii. indemnify the Supplier, to the extent permitted by law, against any and all claims, loss or damages, including legal costs on an indemnity basis, arising from or in connection with any illness, injury or death of any of the Supplier's personnel while at the Customer's site in connection with providing the Products, Deliverables and Services, except to the extent that illness, injury or death was caused by the negligence or wilful act of that Supplier personnel;
- (c) meet all of the Customer's obligations as specified in these terms and conditions and in each Associated Agreement;
- (d) where applicable in light of the services provided under an Associated Agreement, undertake frequent and adequate backups of the Customer's data provided always that except where expressly included under an Associated Agreement it is not the Supplier's responsibility to advise the Customer to undertake backups. The Customer should ensure that backups are always completed, as well as ensuring the backups are secure and checking that they can be successfully restored;
- (e) make available to the Supplier in a timely manner (and in accordance with any timeframes which the Customer has agreed to) all assistance (including availability of relevant personnel), permissions (including permissions from any relevant third parties), information, facilities and access to systems reasonably required by the Supplier; and
- (f) follow the Supplier's reasonable directions.

6 Pricing and payment

- 6.1 Each Associated Agreement will specify the basis of the Supplier's charges for the relevant supply of Products, Deliverables and Services and the Supplier will invoice the Customer accordingly. All amounts specified in an Associated Agreement are exclusive of any taxes unless expressly specified otherwise.
- 6.2 If GST is payable in respect of a supply made under or in relation to an Associated Agreement, the Customer must pay to the Supplier, an amount equal to the GST payable on the supply ('GST Amount'). The GST Amount is payable by the Customer in addition to and at the same time as any consideration for the supply.
- 6.3 Unless otherwise specified in an Associated Agreement, all invoices issued by the Supplier are due for payment by the Customer within 14 days from the date of the invoice.
- 6.4 All reasonable accommodation, travel and other expenses incurred in providing Products, Deliverables and Services to the Customer will be charged to the Customer provided that such expenses are identified and agreed in advance. Expenses will be invoiced on a monthly basis by the Supplier.
- 6.5 Subject to clause 6.6, the Customer must pay all invoices in full without set-off or deduction of any kind.
- 6.6 If the Customer wishes to dispute an invoice, it must notify the Supplier in writing within 14 days of the date of the invoice and provide details of the dispute. The Customer may withhold payment of the disputed part of an invoice only and must pay that part (or any amount subsequently agreed or determined to be the correct amount owing) promptly on resolution of the dispute.
- 6.7 Without limiting any other remedies available to the Supplier for late payment or failure to pay any amount due, if any amount due is not paid by the Customer by the due date, the Supplier may:
- (a) charge the Customer interest calculated at 1.5% on the balance of the amount due by the Customer from the due date until payment is received in full by the Supplier; and/or
 - (b) charge the Customer all collection costs reasonably incurred by the Supplier in collection of the amount outstanding (including solicitor and/or collection agency fees); and/or
 - (c) on 5 Working Days' notice in writing, suspend delivery of further Products, Deliverables and Services until the outstanding amount is paid in full.
- 6.8 Unless otherwise specified in the relevant Associated Agreement, the Supplier may increase its pricing for Products, Deliverables and Services from time to time but not more often than once every 12 months. One month's notice in writing will be given.

7 Taxes

7.1 In addition to the amounts due under clause 6, the Customer will pay the Supplier amounts equal to any applicable government taxes or duties however designated, based on this Agreement (or the Products and Services provided under it), paid or payable by the Supplier in respect of the foregoing, exclusive however of taxes based on the Supplier's income.

8 Customer Data

8.1 The Customer will:

- (a) provide and make Customer Data available to the Supplier only to the extent required for the purposes of the relevant Contract;
- (b) where practical, and particularly in the case of Personal Information, obfuscate Customer Data prior to providing or making the Customer Data available to the Supplier.

8.2 Subject to clause 8.3, the Supplier will access the Customer Data only as required in the performance of the relevant Contract.

8.3 Without limiting clause 9, the Supplier will only access the Customer Data and disclose the Customer Data to law enforcement or government authorities to the extent required by law. If a request for Customer Data is made by a law enforcement agency or government authority (whether directly to the Supplier or through Microsoft or a third party vendor), the Supplier will redirect the request to the Customer or if redirection is not permitted or feasible in the available time frame and unless legally prohibited from doing so, the Supplier will notify the Customer of the request as soon as practically possible.

8.4 The Customer warrants that the Customer has the right and authority to deal with the Customer Data in the manner contemplated by the relevant Contract.

8.5 Nothing in this Agreement transfers ownership of the Customer Data to the Supplier.

9 Personal Information

9.1 Before providing Personal Information to the Supplier, the Customer will obtain all required consents from third parties (including the Customer's contacts, partners, distributors, administrators, and employees) to that Personal Information being made available to the Supplier and used as anticipated by the relevant Contract.

9.2 Each party will comply with the applicable Data Protection Laws, including in respect of any breach of Personal Information.

10 **Confidential Information**

10.1 Each party agrees to:

- (a) hold in confidence all Confidential Information disclosed to it by the other party and disclose that information to its directors, employees and contractors only to the extent required in the performance of the Contract;
- (b) ensure that all Confidential Information is protected at all times from unauthorised access or use by, or disclosure to, any third party or misuse, damage or destruction by any person.

10.2 A party may disclose the other party's Confidential Information if and to the extent required by law if it first notifies the other party of the obligation to disclose the Confidential Information, provided that a party is not required to notify the other party under this clause if it is not legally permitted to do so or if the timing within which the party is required by law to disclose the Confidential Information does not permit notification to the other party.

11 **Intellectual property**

11.1 The Supplier or its licensors own the Intellectual Property in the means, methods, processes and know-how used by the Supplier to provide the Products, Deliverables and Services and to otherwise perform the Supplier's obligations under the Associated Agreements.

11.2 The provisions relating to Intellectual Property ownership in relation to particular Products, Deliverables and Services are included in the relevant Associated Agreement.

12 **Warranties**

12.1 Each party warrants that it has all requisite right, power and authority to enter into this Agreement.

12.2 Except as provided under clause 12.1 and in any express warranties contained in an Associated Agreement, to the extent permitted by law, all warranties, terms and conditions (including without limitation, warranties and conditions as to fitness for purpose and merchantability) implied by legislation or otherwise, are excluded by the Supplier.

12.3 The Supplier provides no warranty or guarantee:

- (a) that any result or objective not specified in an Associated Agreement can or will be achieved or attained through the provision of the Products, Deliverables and Services; or
- (b) as to the suitability of the Products, Deliverables and Services for any purpose other than that specified in an Associated Agreement, which the Supplier may interpret, and apply using its experience, skill and judgment, to provide the Services.

12.4 Nothing in these terms and conditions is intended to exclude, restrict or modify an applicable consumer guarantee under the Australian Consumer Law.

13 Termination of Contracts

13.1 Except where a Contract has a fixed term, either party may terminate a Contract at any time without cause on giving thirty days' notice in writing to the other party.

13.2 Either party may terminate a Contract immediately (or with effect from any later date that it may nominate) by written notice to the other party if:

(a) one or more Insolvency Events occurs in relation to that other party but only if permitted by and/or in accordance with the *Corporations Act 2001* (Cth). For the purposes of this clause, 'Insolvency Event' means, in respect of a party (other than for the purpose of solvent reconstruction or amalgamation):

- i. a receiver, manager or liquidator is appointed over the party's undertaking or assets or the party enters into any assignment, composition or arrangement with its creditors; or
- ii. the party is unable to pay its debts when due or is deemed unable to pay its debts under any law or suspends payment to its creditors.

(b) the other party commits a material breach of any of its obligations under the Contract and fails to remedy that breach within 30 days of prior written notice of such breach. For the purposes of this clause 13.2 (b), non-payment by the Customer for a period of 30 days or more after due date of any undisputed invoice constitutes a material breach by the Customer.

13.3 Additional rights of termination that apply to individual Associated Agreements may be included in each of those agreements.

14 Consequences of termination

14.1 On termination of a Contract, in addition to any other consequences of termination included in the relevant Associated Agreement and without limiting either party's rights or remedies:

(a) each party will, on request, return the other's Confidential Information in its possession or control in respect of that Contract except for copies that it may be required to hold for compliance, audit or legal reasons;

(b) all amounts owed to the Supplier under the Contract which accrued before termination will be due and payable in accordance with the payment terms in that Contract;

(c) the Supplier will deliver to the Customer all Deliverables paid for by the Customer.

14.2 On any termination of a Contract, all clauses which by their nature survive termination, will survive the termination.

15 Liability and indemnity

- 15.1 To the extent permitted by law and subject to clause 15.3, the Supplier's liability under a contract is limited to direct loss only, to the amount paid by the customer under the relevant contract in the 3 month period preceding the event giving rise to the claim.
- 15.2 To the extent permitted by law and subject to clause 15.3, in no event is the Supplier liable for any indirect loss or for any loss of profits, lost savings, loss of data, business interruption, incidental or special damages, or for any consequential loss. In addition, the Supplier is not liable for any damages claimed by the Customer based on any third party claim, including, but not limited to, any claim in negligence. In no event is the Supplier liable for any damages caused (whether directly or indirectly) by the Customer's failure to perform its responsibilities under the relevant Contract.
- 15.3 If a consumer guarantee applies to a Contract or goods or services provided by the Supplier and the Supplier is liable for a breach of that guarantee, then to the extent permitted by law, the Supplier's liability is limited, at the Supplier's option:
- (a) in the case of goods, to the replacement or repair of the goods; or the supply of equivalent goods; or the cost of replacing or repair of the goods; or the cost of acquiring equivalent goods; and
 - (b) in the case of services, to the resupply of those services or the cost of resupply,
- and the Customer acknowledges and agrees that having regard to the commercial terms for the provisions of the goods and or services it is fair and reasonable for the Supplier to rely on the above limitations and that without the benefit of the limitations, among other things, the charges would be higher.
- 15.4 The Customer indemnifies the Supplier against any costs (including legal costs on an attorney and own client basis, all and any court costs and witness fees and related legal expenses), expenses, claims, demands or liability whether direct, indirect or otherwise, and whether arising in contract, tort (including negligence), equity or otherwise, arising out of, and must at the Supplier's request, and subject to clause 15.5 and any reasonable conditions imposed at the Supplier's discretion, at the Customer's own cost defend or settle, any claim, action or proceedings brought against the Supplier in connection with:
- (a) use of any Product, Deliverables and Services otherwise than in accordance with the relevant Contract; or
 - (b) a breach by the Customer of any Contract.
- 15.5 If the Supplier wishes to rely on an indemnity under clause 15.4, the Supplier:
- (a) must ensure that the Customer is notified promptly in writing of the relevant claim, action or proceedings ("Claim") once it becomes aware of the Claim;
 - (b) will make no admission of liability regarding the Claim nor any offers of settlement regarding the Claim without the Customer's written approval;

- (c) may, at its discretion, grant control of the defence or settlement to the Customer;
- (d) will, where the Supplier has granted control of the defence or settlement negotiations to the Customer:
 - i. co-operate reasonably with the Customer in defending or settling the Claim and make its employees available to give statements, advice and evidence, as the Customer may reasonably request, all at the expense of the Customer; and
 - ii. give the Customer sufficient authority and relevant information in its possession or control in order to assist the Customer to conduct the defence of the Claim and all negotiations for its settlement or compromise.

16 **Dispute Resolution**

- 16.1 In the event of any dispute arising between the parties in relation to a Contract, no party may commence any proceedings relating to the dispute (except where the party seeks urgent injunctive or interlocutory relief) unless that party has complied with the procedures in this clause 16.
- 16.2 The party initiating the dispute (“the first party”) must provide written notice of the dispute to the other party (“the other party”) and nominate in that notice the first party’s representative for the negotiations. The other party must within fourteen days of receipt of the notice, give written notice to the first party naming its representative for the negotiations (“Other Party’s Notice”). Each nominated representative will have authority to settle or resolve the dispute. The parties will co-operate with each other and endeavour to resolve the dispute through discussion and negotiation.
- 16.3 If the parties are unable to resolve the dispute by discussion and negotiation within 14 days of receipt of the written notice from the first party, either party may refer the dispute to mediation.
- 16.4 If the dispute is referred to mediation, the mediation must be conducted in terms of the Resolution Institute Australia Standard Mediation Agreement. The mediation must be conducted by a mediator and at a fee agreed by the parties. Failing agreement being reached between the parties as to the mediator and/or fee within three weeks of the dispute being referred to mediation, the mediator will be appointed by and his/her fee determined by the Law Society of the state or territory in which the Supplier is domiciled.
- 16.5 If the dispute is not resolved within two months following the date of the Other Party’s Notice (or such longer period as may be agreed in writing by the parties), either party may utilise any other legal remedies available to it in seeking to resolve the dispute.

17 **Non-Solicitation**

- 17.1 Neither party will, without the written consent of the other party, solicit, employ, or otherwise engage the services of, the other party's personnel (including employees and contractors) who has been involved in providing or receiving (as applicable) the Product, Deliverables and Services. This clause will apply from commencement of the first Contract between the parties and will continue until there has been no Contract between the parties for a continuous period of six months (and if there is subsequently a Contract between the parties the non-solicitation period will re-commence).
- 17.2 A party may as a condition of granting its consent under clause 17.1 above, require the other party to pay to it a fee of 15% of the person's gross annual remuneration to cover the cost of replacing the employee or contractor.

18 **Notices**

- 18.1 Any notice or other communication in connection with a Contract must be:
- (a) marked for the attention of the primary contact person and delivered or sent to the address of the other party by prepaid post or email, as set out in the relevant Associated Agreement.
- 18.2 Notices or other communications are deemed received:
- (a) if delivered by hand, on delivery;
 - (b) if delivered by post:
 - i. on the fifth Working Day following posting if sent and received within Australia; and
 - ii. on the tenth day following posting if posted internationally; or
 - (c) if sent by email, on sending the email provided that no email is successfully sent if the sender receives any type of delivery notification failure.

19 **Force majeure**

- 19.1 Either party may suspend its obligations to perform under a Contract if it is unable to perform as a direct result of a Force Majeure Event. Any such suspension of performance must be limited to the period during which the Force Majeure Event continues.
- 19.2 Where a party's obligations have been suspended pursuant to clause 19.1 for a period of 30 days or more, the other party may immediately terminate the Contract by giving notice in writing to the other party.

20 **General**

- 20.1 **Assignment:** The Customer is not permitted to assign its rights under a Contract without the prior written consent of the Supplier. Except as otherwise provided in an Associated Agreement and subject to compliance by the Supplier and/or the assignee with any

applicable third party vendor requirements in respect of the assignment, there is no restriction on assignment by the Supplier of its rights or obligations under a Contract.

- 20.2 Contractors: The Supplier may perform its obligations under a Contract by the use of the Supplier-selected independent contractors.
- 20.3 Other agreements: Subject to clause 10, nothing in these terms and conditions prevents the Supplier from entering into similar agreements with others or from providing products, deliverables or services which are similar to the Products, Deliverables or Services provided under a Contract.
- 20.4 Survival: All clauses of these terms and conditions, which by their nature survive the termination of a Contract will do so.
- 20.5 Entire agreement: Each Contract constitutes the complete and exclusive statement of the agreement between the parties, superseding all proposals or prior agreements, oral or written, and all other communications between the parties relating to the subject matter of that Contract.
- 20.6 Further assurances: The parties must each do all such further acts (and sign any documents), as may be necessary or desirable for effecting the transactions contemplated by the Contract.
- 20.7 Amendments: Except as specifically provided, no amendment to a Contract will be effective unless it is in writing and signed by both parties.
- 20.8 Waiver: No exercise or failure to exercise or delay in exercising any right or remedy by a party will constitute a waiver by that party of that or any other available right or remedy.
- 20.9 Partial invalidity: If any provision of a Contract or its application to any party or circumstance is or becomes invalid or unenforceable to any extent, the remainder of the Contract and its application will not be affected and will remain enforceable to the greatest extent permitted by law.
- 20.10 Relationship of the Parties: The parties agree that the Supplier is an independent contractor to the Customer and that nothing in these terms and conditions or any Contract constitutes a partnership, joint venture or relationship of employer and employee between the parties. Except as specified in an Associated Agreement or otherwise agreed in writing by the Customer (including by email) neither party may:
- (a) act or hold itself out as an agent or representative of the other party; or
 - (b) assume or create any obligations on behalf of the other party.

21 **Governing Law**

- 21.1 The Contract is governed by the laws of the Victoria, Australia. The parties hereby submit to the non-exclusive jurisdiction of the courts of Victoria, Australia.