

Legrand New Zealand Standard Terms and Conditions of Purchase

1. Interpretation

1.1 In these terms and conditions:

(a) "Agreement" means the agreement between the Seller and Legrand New Zealand set out in the Order and these terms and conditions.

(b) "Goods" means the products and including any Software and, if any, services ordered by Legrand New Zealand from the Seller.

(c) "HSWA" means the Health and Safety at Work Act 2015 and includes any other relevant health and safety laws, orders, regulations and standards.

(d) "Intellectual Property Rights" means all intellectual property rights and interests (whether existing in statute, common law or in equity), including copyright, know-how, trade secrets, trademarks, trade names, domain names, designs, patents and other proprietary rights, recognised or protected by law.

(e) "Law" includes any rules of common law or customary law, statutes, regulations, decrees, judgments, treaties, orders in council, bylaws, ordinances, legislative measures and/or other subordinate or secondary legislation in force from time to time in any jurisdiction.

(f) "Legrand New Zealand" means Legrand New Zealand Limited (58768) and any of its related bodies corporate.

(g) "Order" means the order for the Goods placed by Legrand New Zealand from time to time, and containing the following information:

- (i) an Order number;
- (ii) a description of the Goods being ordered;
- (iii) Legrand New Zealand's specific requirements in relation to the Order (including technical or functional specifications)
- (iv) the delivery address for the Order, together with the time for delivery (if applicable);
- (v) any 'tools' (as that term is defined in clause 10.1), which will be provided to the Seller by Legrand New Zealand; and
- (vi) if the Seller is based outside of New Zealand, the relevant Incoterms® 2020 rule which will apply to the delivery of the Goods.

(h) "Privacy Law" means the Privacy Act 2020 and any other privacy legislation in the Seller's jurisdiction or otherwise to which the parties are subject.

(i) "Seller" means the seller of the Goods.

(j) "Software" includes but is not limited to software programmes, source code, object code, scripts, executables, files, libraries and any related documents.

(k) "Tax" and "Taxes" means all forms of taxation (whether direct or indirect), including:

- (i) any present or future tax, levy, impost, duty, charge, deduction or withholding of any nature imposed by any governmental agency, including income tax, withholding tax, fringe benefit tax, GST, gift duty, customs or excise duties, regional or local taxes, municipal taxes and accident compensation levies; and
- (ii) all interest, penalties or fines relating to, or arising in connection with, the imposition of, or the non, late or under-payment of, any such taxation.

2. General

2.1 In consideration of Legrand New Zealand agreeing to place the Order with the Seller for the Goods, the Seller agrees that these terms and conditions shall apply to and be incorporated into the Order. To the extent permitted by Law, other than these terms and conditions, any conditions or other terms which are set out in any offer, purchase order or other document submitted by or on behalf of the Seller are expressly excluded. Modification of these terms and conditions expressed in any document of the Seller does not apply to the Order unless expressly accepted in writing by Legrand New Zealand.

2.2 The Seller will be deemed to have accepted these terms and conditions by accepting or performing an Order.

2.3 Despite any other provision in these terms and conditions:

(a) if the parties have entered into a contract for in relation to the Goods which has been subject to effective negotiation between the parties (Negotiated Contract), the terms of that Negotiated Contract will apply and prevail over any other terms and conditions (including these terms and conditions)

(b) in the absence of a Negotiated Contract, these Terms and Conditions will apply and will prevail over any other terms and conditions in existence, unless otherwise agreed between the parties in writing. Legrand New Zealand will not acquire the Goods on any other terms and conditions unless agreed in writing, including any Seller's terms.

3. Alterations

3.1 No changes to the Order are to be made by the Seller without the written agreement of Legrand New Zealand.

4. Price

4.1 The Order is placed on a firm price basis and is not subject to increases in price without Legrand New Zealand's prior approval in writing and unless the Order expressly provides otherwise includes all charges, Taxes, excises, duties, insurance, freight and delivery costs to the delivery address stated in the Order and the off loading of the Goods by the Seller at delivery address and all amounts payable by Legrand New Zealand for the use or enjoyment of any patents, copyright, registered design, trademarks and other Intellectual Property Rights.

4.2 All invoices for the Goods must meet the requirement of a valid tax invoice under the applicable Law and must include Legrand New Zealand's company details, the Order number, delivery date, detailed description of the Goods, the price broken down to reflect the same price components on the Order and set out the amount of any applicable Tax.

4.3 Unless otherwise agreed in writing by Legrand New Zealand, or provided herein, the Seller's tax invoice for the Goods is payable within the period stipulated on the Order or if no period stipulated within 60 days from the end of the month in which the tax invoice was received by Legrand New Zealand except where Legrand New Zealand is required by the applicable Law to pay within a shorter time frame in which case Legrand New Zealand shall pay within that time frame.

4.4 Without limiting its other rights, Legrand New Zealand is entitled to set off from any amount payable to the Seller any amount the Seller owes to Legrand New Zealand, whether under this Agreement or otherwise.

4.5 In the event any dispute arises in relation to the Goods, to the extent permitted by the applicable Law, Legrand New Zealand may withhold payment for the Goods until the dispute has been resolved.

5. Tariff Concessions

5.1 If the Goods are being imported into New Zealand and a tariff concession is available to the Seller, the Seller must take all reasonable steps to obtain the tariff concession in respect of the Goods. If a tariff concession is available to Legrand New Zealand, the Seller must supply all documentation and do all reasonably requested by Legrand New Zealand to assist it in obtaining a tariff concession in respect of the Goods

6. Warranties

6.1 The Seller warrants that the Goods:

- (a) match the description of the Goods in the Order.
- (b) are fit for the purpose for which goods of the same kind are commonly supplied and any other purpose made known to the Seller;
- (c) are of merchantable quality and to be free from defect in material and workmanship;
- (d) comply to any sample of the Goods provided to Legrand New Zealand;
- (e) are in accordance with and conform to any specifications, drawings,

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samples or other description (if any) furnished by Legrand New Zealand to the Seller. Any in-progress inspection by Legrand New Zealand's employees or agents or other representative does not affect this requirement.

(f) are made with new high quality materials and are free from any hazardous substances;

(g) comply with all applicable standards, safety standards, laws and regulations of New Zealand and any other country to which the Goods are being delivered;

(h) are made with a high level of care, skill and diligence and in accordance with industry best practices;

(i) are free from any lien, charge or encumbrance of any kind, third party rights or claims;

(j) do not infringe any Intellectual Property Rights and that the promotion, sale and distribution of the Goods by Legrand New Zealand or the Seller shall not infringe any trade mark, patent, registered design, copyright or similar or other industrial commercial property rights of any person, nor give rise to payment by Legrand New Zealand or any other person of any royalty to any third party or to any liability to pay compensation.

(k) carry a manufacturer's warranty which complies with all applicable Laws and which passes on to Legrand New Zealand and to its customers from Legrand New Zealand without liability to Legrand New Zealand. The Seller must assign to Legrand New Zealand at the request of Legrand New Zealand the benefit of any warranty or guarantee that the Seller has received from any Seller (whether under contract or by implication or operation of Law).

6.2 The Seller warrants:

(a) the Seller, its officers, employees, agents and contractors have the necessary skill, experience and ability to properly fulfil the Seller's obligations under the Order.

(b) all services provided by the Seller will be performed with a high level of skill, care and diligence and in accordance with industry best practices and in accordance with all relevant standards, laws and regulations. The Seller acknowledges that Legrand New Zealand is relying on the Sellers' skill care and diligence in carrying out such services.

(c) the Seller has all consents, licences or permits required for the supply of the Goods to Legrand New Zealand.

(d) this Agreement does not breach any laws, regulation or policy in the Seller's jurisdiction.

6.3 The warranties given by the Seller under this clause are in addition to and shall not derogate from any conditions or warranties of the Seller implied by any relevant Law.

6.4 The Seller acknowledges that Legrand New Zealand has entered into this Agreement in reliance of the representations and warranties in this clause. For the avoidance of doubt a breach of any of the warranties set out in this clause will be a material breach of this Agreement.

7. Delivery, Inspection and return

7.1 The Seller must deliver the Goods to the delivery address and within any time specified in the Order or as directed by Legrand New Zealand and in this respect time shall be of the essence.

7.2 The Seller must ensure that a delivery docket which includes Legrand New Zealand's Order number and any other information required by Legrand New Zealand is provided to Legrand New Zealand with the Goods. Legrand New Zealand may refuse to accept delivery of Goods without such delivery docket.

7.3 Legrand New Zealand may inspect the Goods at its discretion before or after delivery and the Seller must facilitate such inspection on request by Legrand New Zealand.

7.4 All Goods are received subject to inspection by Legrand New Zealand. Signed delivery dockets or payment for the Goods does not mean acceptance by Legrand New Zealand of Goods delivered.

7.5 If on inspection Legrand New Zealand considers the Goods do not conform to the Order or the requirements of this Agreement or are otherwise defective Legrand New Zealand may reject the Goods.

7.6 Legrand New Zealand shall notify the Seller if the Goods are rejected pursuant to clause 7.5, and hold such Goods for the Seller's instructions and at the Seller's risk for a reasonable period not exceeding 60 days. If the Seller's instructions are not received within that period, Legrand New Zealand may return the Goods to the Seller's premises at the Seller's expense and risk and any expense incurred by Legrand New Zealand in such return is payable forthwith by the Seller and may be set off by Legrand New Zealand against any moneys otherwise due by Legrand New Zealand to the Seller.

7.7 For local Sellers delivery of goods is deemed only to have occurred after unloading to Legrand New Zealand's delivery address and acceptance of the Goods by Legrand New Zealand in accordance with this clause 7.

7.8 For International Sellers, delivery is deemed to have occurred as a result of the relevant Incoterm® 2020 rule on the Order or as agreed in writing between the parties being completed by the Seller. If no Incoterms® 2020 rule is specified, and no other agreement is reached between the parties in relation to the delivery, the 'DDP' rule will apply.

7.9 The Seller must notify Legrand New Zealand as soon it becomes aware that it may not be able to deliver the Goods by the time specified in the Order.

8. Royalties

8.1 Goods are for the use or re-sale by Legrand New Zealand or its associated companies and may be incorporated in any products (whether owned or used or possessed or manufactured by Legrand New Zealand). The Seller is not entitled to and must not make any claim for royalties or other additional compensation from Legrand New Zealand by reason of or connected with such use, re-sale or manufacture.

9. Intellectual Property Rights

9.1 Legrand New Zealand retains all Intellectual Property Rights in any specifications, technical data, drawings, designs, and other materials provided by Legrand New Zealand in connection with the Order ('Legrand New Zealand Intellectual Property').

9.2 Legrand New Zealand grants the Seller a nonexclusive, non-transferable licence to use Legrand New Zealand Intellectual Property solely for the purpose of fulfilling the Order.

9.3 To the extent that any Goods (including any Software), are created or modified in accordance with Legrand New Zealand's specific requirements and/or technical or functional specifications then all Intellectual Property Rights arising out of or created during the performance of the Order shall be the property of and belong to the Legrand New Zealand. The Seller shall take any action required by Legrand New Zealand to give effect to this clause, including obtaining any assignment from its employees or a third party and shall execute such documents as are required to give effect hereto and shall assist in the defence of any proceedings against Legrand New Zealand.

10. Special dies, etc to remain Legrand New Zealand's property

10.1 Special dies, tools, patterns and drawings (each a "tool") used in manufacture of the Goods, the cost of which is met by Legrand New Zealand, remain Legrand New Zealand's property whether during or after the termination of this Agreement.

10.2 The Seller must keep the tools in good condition and when necessary maintain the tool without expense to Legrand New Zealand.

10.3 The Seller agrees that it will not use any tool in the production, manufacture or design of any other articles, nor of larger quantities than those required on the Order, except with Legrand New Zealand's prior written consent and at the termination of this contract each tool must be disposed of as Legrand New Zealand directs.

10.4 While the Seller is in possession of Legrand New Zealand's tools,

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it acknowledges that it is a bailee of them and owes to Legrand New Zealand the duties, responsibilities and liabilities of a bailee.

11. Confidential Information

11.1 The Seller must keep confidential the terms of the Order and any confidential information of Legrand New Zealand including relating to: the Goods or work made or done according to Legrand New Zealand's design or specifications or developed for Legrand New Zealand or at the direction of Legrand New Zealand, and any original or copy of designs or specifications supplied by Legrand New Zealand that are held by the Seller on Legrand New Zealand's behalf, and business data or other commercially valuable information. The Seller must not be disclosed Legrand's confidential information or furnished it to any other person, firm or government without Legrand New Zealand's prior written consent unless required to do so by Law. The Seller must take all reasonable precautions to protect such confidentiality of Legrand's confidential information.

12. Packing costs and standard

12.1 The Seller must bear the costs for all labelling, wrapping, packing, cartons or crating of the Goods and the costs of return of any crating, and including any such costs claimed by their agents or Sellers, unless otherwise agreed in writing by Legrand New Zealand.

12.2 The Seller must ensure that all Goods are suitably packed or otherwise prepared for shipment so as to secure the lowest transportation and insurance rates and in accordance with carriers' requirements.

13. Advertising

13.1 The Seller must not, without Legrand New Zealand's prior written consent, in any manner advertise or publish the fact that the Seller has contracted to Legrand New Zealand with the Goods.

14. Delivery document

14.1 The Seller must invoice Legrand New Zealand promptly, followed by monthly statements of account.

14.2 The Seller must dispatch packing lists, shipping documents and certified invoices to Legrand New Zealand's office by direct mail on the day of shipment unless a different method or date of dispatch (or both) is agreed by Legrand New Zealand.

15. Cancellations of Order

15.1 Legrand New Zealand may immediately cancel the Order for any reason by the giving of written notice to the Seller.

15.2 If the Order is cancelled under clause 15.1, the Seller shall:

- (i) immediately cease carrying out the Order;
- (ii) promptly return to Legrand New Zealand all property, documentation or information provided by Legrand New Zealand to the Seller in connection with the Order; and
- (iii) use its best endeavours to mitigate all costs in connection with the cancellation of the Order.

15.3 If the Order is cancelled under clause 15.1, the Seller shall only be entitled to claim from Legrand New Zealand the amount payable for any Goods already delivered to, or prepared for, Legrand New Zealand up to the date of cancellation and the Seller shall not have and may not prosecute any claim whatsoever at law or in equity against Legrand New Zealand in relation to such cancellation including any claim for loss of profits, or direct or indirect damages or loss or for any loss of a consequential nature, or costs, losses, or expenses suffered or incurred by the Seller.

16. Termination for Breach

16.1 Without prejudice to any other rights or remedies to which it may be entitled, to the extent permitted by law either party may immediately terminate the Order by notice to the other party if:

(a) the other party becomes or is in jeopardy of becoming insolvent or going to liquidation, having a receiver or administrator appointed to it or any part of its assets or it entered into any scheme or arrangement with creditors;

(b) the other party commits a breach of its obligations under this Agreement including but not limited to a breach, by the Seller, of any warranty under clause 6;

(c) in the case of the Seller, if the Seller does not deliver Goods on time in accordance with the Order, Legrand New Zealand may cancel the Order in whole or in part. Legrand New Zealand will be deemed not to have waived any rights under this Agreement with respect to a delay notwithstanding its failure to exercise its rights upon being made aware of the delay.

(d) In the event that Legrand New Zealand terminates the Order pursuant to this clause, without limiting any other rights it may have, Legrand New Zealand may at its discretion engage others to, or itself, carry out any part or the whole of the Seller's obligations under this Agreement and determine the reasonable costs so incurred by Legrand New Zealand and other costs, loss or damage sustained by Legrand New Zealand as a consequence and the same will constitute a debt due and owing by the Seller to Legrand New Zealand.

16.2 If a party terminates the Order under this clause it will have the same entitlements and the other party will have the same liabilities as each would at law, had a party repudiated the Agreement and the other party terminated this Agreement by acceptance of the repudiation.

16.3 Without limiting the Seller's liability, the Seller must, in addition to any other liability, pay the costs of removing any defective Goods, or Goods not supplied in accordance with the Order or the terms and conditions of this Agreement or rejected by Legrand New Zealand pursuant to clause 7, from Legrand New Zealand's premises, including any the costs of packing, storage, transport or shipping.

17. Title and Risk

17.1 Risk and title to the Goods passes to Legrand New Zealand on delivery of the Goods in accordance with clause 7. The Goods are at the Seller's risk until such delivery occurs.

17.2 Nothing in the conduct of Legrand New Zealand or the transfer of property in the Goods (including delay that is or is not the fault of Legrand New Zealand or of any person who represents Legrand New Zealand) alters the incidence of risk under this clause.

18. Liability and Indemnity

18.1 To the extent permitted by law, the Seller must indemnify and hold harmless Legrand New Zealand, its directors, officers, employees and agents against all actions, claims, demands, damages, costs, charges and expenses with direct, indirect or consequential whatsoever brought or made against Legrand New Zealand or incurred by Legrand New Zealand in respect or as a result of:

- (i) any defective workmanship, quality, design or materials, including relating to any product recall or remedial action required;
- (ii) and any liability Legrand New Zealand may have as deemed manufacturer of the Goods under the Consumer Guarantees Act 1993 or other New Zealand Consumer Law
- (iii) infringement or alleged infringement of any form of Intellectual Property Right by the use or sale of the Goods or materials supplied to Legrand New Zealand unless to the extent that the infringement is due to the Seller having followed Legrand New Zealand's design or instruction;
- (iv) any injury loss or damage to persons or property caused by act, default or negligence of the Seller, its employees, sub-contractors or agents or by faulty design, workmanship or materials unless to the extent that the injury, loss or damage is caused by the negligence of Legrand New Zealand;
- (v) late delivery of the Goods;
- (vi) any failure by the Seller to comply with the provisions of this

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Agreement;

(vi) all liabilities of whatever nature which may at any time result from the wrongful acts or omissions of the Seller's employees or the employees of the Seller's sub-contractors.

18.2 To the extent permitted by law, Legrand New Zealand's liability to the Seller arising out of or in connection with this Agreement is limited to the total price payable under the Order. Legrand New Zealand will not under any circumstances be liable to the Seller for any loss of profit or indirect damages or loss or for any loss of a consequential nature whatsoever by the Seller.

19. Insurance (for New Zealand Sellers)

19.1 In addition to any insurance which the Seller is by Law obliged to effect, the Seller must procure and maintain at its own expense, with an insurer registered as an "Authorised Insurer" by the Reserve Bank of New Zealand as the regulating authority such policies of insurance, including:

(a) public liability insurance to cover loss or damage in relation to personal injury (including illness), or damage to property including property belonging to third parties;

(b) product liability insurance, to cover loss or damage in relation to defective Goods that cause personal injury, property damage and losses such as delay, recall and rectification costs in relation to defective Goods;

(c) professional indemnity insurance.

19.2 Each policy must be for an amount of not less than \$20 million (NZD) per occurrence for public liability insurance and in aggregate from product liability insurance. The Seller must ensure that Legrand New Zealand is named as or falls with the definition of an insured party in respect of any liability arising out of or by reason of the supply of the Goods.

19.3 The Seller must provide Legrand New Zealand copies of certificates of insurance for the insurances required by this clause if requested by Legrand New Zealand. The Seller is responsible for ensuring that its subcontractors maintain insurance coverage at levels no less than those required of the Seller under this clause.

20 Imports and Embargoes

This section applies where the Seller undertakes import of the Goods it supplies to Legrand New Zealand or where our commercial arrangement is not restricted solely to the New Zealand market (Imports).

20.1 The Seller warrants and undertakes to Legrand New Zealand:

(a) The Seller shall comply with all the import control regulations of New Zealand, New Zealand, France, the EU, and the USA and those of any other applicable jurisdiction and it shall obtain all necessary licences, shipping documents and authorisations required under such legislation in respect of such Imports.

(b) The Seller shall not Import or re-Import the Goods from a country that is subject to embargo or sanction without having obtained all necessary authorisations from New Zealand, Australian, French, European or American authorities, the United Nations or any other country or organisation that imposes such restrictions.

(c) The Seller shall not obtain supply of the Goods from parties, organisations or entities subject to embargoes, sanctions or other restrictions imposed by New Zealand, Australia, France, the EU, the USA, the United Nations or by any other country, or to parties, organisations or entities if there is reason to believe that they fail to fully comply with all applicable national or international regulations, sanctions and embargoes.

(d) The payments received for the Goods are not intended to be used in connection with any sectors or use that is banned or subject to restrictions under any applicable Laws, unless all required authorisation by the relevant bodies have been obtained.

(e) All transfer and receipt of funds by the Seller comply with all

applicable national and international Laws.

(f) To enable authorities or Legrand New Zealand to conduct compliance audits, the Seller upon request by Legrand New Zealand, shall promptly provide Legrand New Zealand with all relevant licences and authorisations, information as to the identity of the Seller from whom the Goods are obtained, the destination and intended use of the payments for the Goods and the financial institutions or entities used to collect and issue payments.

(g) The Seller shall notify Legrand New Zealand if the Seller suspects that any person the Seller has obtained the Goods from may not be complying with any embargo, sanction or applicable Import control Law.

(h) Seller shall indemnify and hold harmless Legrand New Zealand from and against any and all claims, proceedings, actions, fines, losses, costs and damages arising out of or relating to any noncompliance by the Seller with any of the above undertakings or breach of any relevant Import control Laws or sanction or embargo.

20.2 The Seller's compliance with all the above undertakings is a condition of Legrand New Zealand continuing purchase the Goods from the Seller and Legrand has the right to suspend such purchase and terminate any agreement where we have a reasonable belief that the above undertakings are not being complied with or if any obligation under any agreement would constitute a breach of any national or international Law or any embargo or sanction and Legrand New Zealand shall have no liability to the Seller or any third party by way of damages or otherwise in respect of such suspension or termination.

21 Compliance with Anti-Bribery, Money Laundering and Corruption Legislation

21.1 The Seller represents and warrants that it will comply with all applicable Laws including but not limited to all anti-corruption, anti-bribery, anti-trust and anti-money laundering laws, export or embargo laws and other criminal laws, rules and regulations applicable to the Seller.

21.2 The Seller warrants to Legrand that it has not, and will not, make any payment or transfer of anything of value to any personnel of Legrand New Zealand, or any government representative, or to any representative of any company or business, to secure an improper advantage or benefit in relation to the matters contemplated by this Agreement.

21.3 Seller agrees to notify any breach of any term of this clause, to Legrand New Zealand within a reasonable time.

21.4 The Seller acknowledges and agrees that any breach of this clause by the Seller is deemed a material breach entitling Legrand to immediately terminate this Agreement pursuant to clause 16 and Legrand New Zealand shall have no liability to the Seller or any third party by way of damages or otherwise in respect of such suspension or termination.

22 Health and safety

22.1 The parties will:

(a) each ensure they comply with their respective obligations under the HSWA; and

(b) consult, cooperate and coordinate as far as reasonably practicable with each other and any other person who has health and safety obligations in connection with their obligations under the HSWA.

22.2 By accepting the Order, the Seller guarantees that the Goods are equipped with all the statutory and standard safety features. Wherever the Order involves services to be provided within Legrand's establishments, or those of its clients, the Seller shall take all the necessary measures to comply with the legal and statutory provisions relating to health and safety.

23 Environment

Where the Goods are pollutants, where the Goods contain components that are subject to specific regulations (e.g. RoHS, REACH, Conflict

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Minerals, etc.), the Seller is obliged to notify Legrand New Zealand of the presence of these components, the measures to be taken when using the Goods and for their possible destruction (or that of residues) following use, in accordance with the applicable regulations on the date of receipt. Compliance with this clause constitutes an essential and decisive condition of the Order.

24 Corporate Social Responsibility

Legrand's responsible purchasing approach is one of the defining aspects of its social responsibility. To ensure sustainable development of its activities, Legrand expects its Sellers and subcontractors to meet the same standards of social responsibility that it imposes on itself. Therefore, the Seller declares that it has familiarised itself with and shall adhere to Legrand New Zealand's social responsibility and business ethics commitments, which are available on the Legrand Group's website - <http://www.legrand.com/en/our-responsibility>. The Seller undertakes to comply with all the rules set out below, based on the commitments of the United Nations Global Compact, the fundamental conventions of the ILO (International Labour Organisation) and Legrand's CSR policy.

25 Compliance with Legrand's rules of ethics

The Seller undertakes to comply with the anticorruption laws, directives and regulations in force in the countries in which it operates, as well as in the countries in which it is established, and to act in accordance with competition law. The Seller declares that it has familiarised itself with and undertakes to comply with the guidelines set out in the "Legrand Group Guide to Good Business Practice", which is available at <https://www.legrand.com/en/ourresponsibility/society/business-ethics> and, specifically, to ban all corruption, fraud, money laundering and breaches of the laws governing export control and embargoes.

26 Respect for Human Rights

The Seller declares that it has familiarised itself with and undertakes to comply with the commitments set out in the "Legrand Group Charter of Human Rights", which is available at https://www.legrand.com/sites/default/files/Documents_PDF_Legrand/RSE/2018/HumanRightsCharter_2018.pdf and, specifically, to:

- (a) Effectively abolish child labour;
- (b) Eliminate all forms of forced and compulsory labour;
- (c) Protect the health and safety of its employees;
- (d) Guarantee decent working conditions for its employees;
- (e) Uphold the freedom of association and the effective recognition of the right to collective bargaining;
- (f) Eliminate discrimination in respect of employment and occupation; and
- (g) Support and respect the protection of internationally proclaimed human rights within its sphere of influence. The Seller also undertakes to comply with all the regulations governing its activities in the countries in which it operates, directly or indirectly – should it outsource its activities – and, specifically, all the regulations relating to employment and working conditions for workers, including those applying specifically to foreign workers.

27 Contribution to reducing environmental impacts

The environment is a key aspect of Legrand's CSR policy. To help reduce the environmental footprint of the economic chain, Legrand expects the Seller to contribute to:

- (a) Improving waste recycling, risk management, in particular of pollution (water, air, noise, odours, traffic congestion, etc.), environmental protection and action to preserve biodiversity; and
- (b) Continually improving its performance, specifically its energy performance, and reducing its environmental impact (greenhouse gas emissions, impact on water, OC emissions, etc.), Innovating for a circular economy.

28. Privacy

Seller shall comply with all applicable Privacy Laws in relation to all personal information it collects, uses, discloses, processes or controls in relation to this Agreement and shall take all appropriate measures required to protect against the unauthorised use, disclosure or loss of that personal information.

29. General

29.1 The Seller must not subcontract, assign or novate the Order or any obligations or rights under this Agreement without the prior written consent of Legrand New Zealand. Legrand New Zealand may assign or novate its rights under this Agreement at any time without notice to the Seller.

29.2 No neglect, delay or indulgence on the part of Legrand New Zealand in enforcing any of these terms and conditions will prejudice the rights of Legrand New Zealand or be construed as a waiver of any such rights.

29.3 Nothing in this Agreement shall be construed to create an employment or agency relationship, partnership or joint venture between Legrand New Zealand and the Seller.

29.4 If any part of these terms and conditions (including any provision, part, paragraph, phrase or word) is illegal, invalid or unenforceable it will be read down so far as necessary to give it a valid and enforceable operation or, if that is not possible, it will be severed from these terms and conditions, but in any event the remaining provisions will remain in full force and effect.

29.5 This Agreement and these terms and conditions are governed by and must be construed in accordance with the laws which apply in New Zealand. The parties submit to the non-exclusive jurisdiction of the courts of New Zealand in respect of all matters or things arising out of these terms and conditions and any other provision of this Agreement.

29.6 The parties waive any right to have this Agreement and these terms and conditions translated from English to any other language. If they are subsequently recorded in any other language, the English language version shall prevail to the extent of any inconsistency.

29.7 Clauses 1, 6, 8, 9, 10.4, 11, 16.2, 16.3, 18, 19, 20.2, 21.4, 22, 23 survive the termination of this Agreement as do any other provisions that by implication from their nature are intended to survive the termination.