

EY GDS India Purchase Order Terms & Conditions

The following terms apply as between the EY entity as set out in the Purchase Order ("EY") and Supplier. Save as set out in the paragraphs below, in the event of any conflict, ambiguity or inconsistency between the terms and conditions of this Purchase Order and any other document relating to this transaction, including any terms and conditions in any invoice, proposal, or other Supplier document, the terms and conditions of this Purchase Order shall govern.

For avoidance of doubt, the aforementioned terms and conditions shall only apply and be binding upon the parties to this Purchase Order where there is no mutually executed agreement in place between the parties to this Purchase Order to govern the purchase of the item/s or services described in it, prior to the issuance of the Purchase Order (in which case, the terms of such mutually executed agreement shall prevail over the terms of this Purchase Order).

The word "including" shall not limit the sense of the preceding words.

- 1. Scope of Goods and Services.** Supplier shall provide the goods ("Goods") or work products ("Work Products") or perform the services, together with any other incidental activities which are reasonably necessary in order to carry out the same (the "Services") at the times, price and at the locations ("Locations") and as otherwise set out in this Purchase Order for the benefit of EY during the term of this Purchase Order ("Term"). In the event of any change in the specification or design, Supplier will obtain EY's prior written approval before supply. Upon placement of a Purchase Order by EY, any and all Goods and Work Products ordered, leased or purchased, whether tangible or intangible, shall be deemed identified. EY may reduce the amount of Goods, Work Products or Services ordered upon reasonable notice, and shall pay Supplier pro-rata for the reduced order at the rate specified herein, without penalty. Risk of loss shall pass to EY only upon delivery to EY. Orders not shipped on the date set out in the Purchase Order, or promised by Supplier, are subject to cancellation at EY's option. Orders will be delivered at the applicable EY Location within the agreed timelines and adherence with the specifications, failing which liquidated damages equivalent to 0.5% of the value of the Purchase Order shall be deducted as genuine estimate of loss suffered by EY for failure on part of the Supplier for each week of delay or part thereof. The same shall be deducted from the payments against invoices of the Supplier. Unless otherwise agreed in writing, the Supplier shall be solely responsible for all costs of shipment to the delivery location. Supplier shall be responsible for clearing any debris created as a result of provision of the Services.
- 2. Supplier Personnel.** All personnel, including without limitation, contractors, freelancers, etc. used by the Supplier to provide Services to EY shall at all times remain the employees of the Supplier and not of EY and Supplier shall have sole responsibility for its employees under applicable labour laws including as to remuneration, overtime, bonus, management, safety, insurance, health and safety. In no event shall EY have any liability for Supplier's employees providing the Services to EY and EY shall not have any liability for any claims made by any employee employed by Supplier in connection with the provision of Services under this PO. The Supplier shall be totally responsible for payment of wages/salaries for the Supplier's personnel so deployed at EY Locations and for compliance with all legal/statutory requirements as may be applicable/enforced from time to time, including Contract Labour Regulation and Abolition Act, 1970, Employee State Insurance Act ('ESI'), 1948, Employees Provident Fund Act ('PF') 1952, The Shops and Commercial Establishments Act and such other statutory requirements under any legislation of the state, which may be in force and applicable to EY and the Supplier. Supplier shall obtain separate Code Numbers under ESI and PF, as applicable, and furnish a copy of such communication from the appropriate authorities to EY. Supplier shall arrange to renew the said code as and when required. Supplier shall provide all proof of payment of PF/ESI on a monthly half yearly and annual basis (where applicable) to EY with specific references to those personnel stationed at EY Locations. The Supplier's personnel shall not be treated as the EY's staff/employee for any purpose whatsoever, Supplier acknowledges and agrees that it shall be solely liable with respect to any obligations under applicable laws towards such personnel deployed by the Supplier. The Supplier shall submit a declaration every month (in the format to be provided upon request), that all statutory payments (including but not limited to service Tax, PF/ESI etc) have been paid by Supplier and also a list of personnel covered under such statutory payments, along with the payment advice. EY shall be entitled to withhold payment under this Purchase Order until such time the above proof of payment of PF/ESI and required declaration is furnished to EY. Supplier shall maintain all records required to be maintained under statutory enactments and EY authorized representatives shall be entitled to audit and inspect any such records at any time. The Supplier shall ensure that its team shall adhere to norms and policies (like employee conduct rules/ dress codes/ office decorum etc.) of EY during the Term. Safety and security of all persons deployed, and

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materials placed by Supplier or its agents for the project will be at the risk and responsibility of Supplier. The Supplier shall indemnify EY against all claims and costs made upon EY as a result of Supplier's non-compliance with these provisions.

3. **Acceptance.** Performance by Supplier under this Purchase Order shall be deemed acceptance of all the terms and conditions set forth herein. All Goods, Work Products and/or Services received by EY will be subject to inspection, validation and rejection during the 30-day period following delivery, and rejected material, including overruns, will be returned at Supplier's risk, loss and expense, including transportation charges. Any damaged or faulty items supplied shall be replaced with a new item (in the case of Goods or Work Products) or reperformed in the case of Services) at Supplier's sole cost and expense without undue delay and in any event within 30-days of the date EY notifies Supplier of its rejection and liable for imposition of liquidated damages. It is clarified that time taken by EY to communicate its rejection shall be excluded from calculation of liquidated damages. Any and all Goods and Work Products (as applicable) shall be properly packaged and conform to the descriptions, quantity, price and specifications (if any) set out herein. Failure to reject the Goods, Work Products and/or Services within the 30-day period shall not be deemed an acceptance thereof. Payment by EY shall constitute neither acceptance of the Goods, Work Products and/or Services supplied hereunder, nor a waiver of EY's rights in respect of the same. The Supplier agrees that EY shall only be liable to pay for the actual Goods/Work Products supplied and/or Services executed, and only if the Goods/Work Products and/or Services are delivered to the full satisfaction of EY. EY reserves the right to deduct and/or withhold, part or full payment of the amount payable to the Supplier and/or reject the invoices in this relation, if the quality does not meet the specifications and/or is not up to agreed specifications and applicable standards. The Supplier agrees that such deductions shall be adjusted against amounts in the Supplier's invoices.
4. **Warranties.** Supplier represents, warrants and undertakes to EY that: (1) the Goods, Work Products and/or Services shall at all times comply with EY's specifications, if any, and applicable law (including without limitation STIP/SEZ regulations); (2) it shall remedy all defects in and Works Products or Services identified by EY during the agreed defect liability/warranty/AMC period (as applicable) (and where no defect liability period has been agreed, such period shall be 12 months from date of completed performance); (3) the Services and the use by EY and the EY Network Members of the Goods and Work Product and/or any other materials provided by Supplier shall not infringe the intellectual property rights or other rights of any third party; (4) Supplier shall perform its obligations under this Purchase Order professionally and competently and in a good and workmanlike manner, consistent with the highest applicable industry practices; (5) Supplier shall obtain all consents, clearances, permissions and licenses necessary to carry out all of its obligations under this Purchase Order; (6) in the event Supplier is not the manufacturer of the Goods and or Work Products (a) Supplier is an authorized reseller of the OEM and the OEM has specifically authorized the supply of the material to EY; and (b) all warranties provided by the manufacturer shall pass through to EY for its benefit; and (7) Supplier shall provide any Goods, Work Products and/or Services in accordance with the requirements set out in this Purchase Order and in compliance with any EY codes or policies as notified to Supplier by or on behalf of EY from time to time and using personnel with knowledge and experience which is sufficient for the tasks assigned to them. (8) None of the Goods have been declared "End of Sale" as at the date of their supply and if any Goods are declared "End of Support" during the validity of the warranty/AMC period Supplier shall continue to be support such Goods until the expiry of the warranty/AMC period, failing which Supplier shall be replace such Goods with an equivalent or higher specification/functionality product acceptable to EY at no additional cost and within 7 days of such declaration of End of Support unless any other time is agreed in writing by EY.

Any of Supplier's disclaimers, any limitation of liability and/or any reduction of any applicable statute of limitations shall be deemed of no effect unless explicitly set out in this Purchase Order. In the event of non-conformance with any of the above warranties, Supplier will correct any such non-conformance and, if unable to do so promptly, shall (at EY's sole option) replace the Goods and/or Work Product or re-perform the non-conforming Services (as relevant) or promptly refund any fees paid by EY. Any Goods and/or Work Products supplied in excess and not require pursuant to this Purchase Order shall be taken back by Supplier at no cost to EY.

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5. **Pricing and Invoices.** Where Services are provided on a day-rate basis, Supplier shall on request from EY, provide timesheets and breakdowns of time spent and shall charge on the basis of an 8 hour day, and apply pro-rata for periods of less than 8 hours.

Invoices will be payable by EY through electronic bank transfer within 60 days from the date of receipt of a correct, undisputed and properly due invoice or as mandated by law. Invoices can be raised only upon receipt of goods/materials and confirmation of acceptance by EY. In case of Services, invoices shall be raised only in accordance with the agreed payment milestones. The Supplier will ensure that a soft copy of each invoice to be raised under a Purchase Order is submitted in a timely manner to the e-invoicing tool or email Id as may be communicated by EY GDS from time to time. Please ensure to fill the form and upload scan documents to the e-invoicing tool or email Id as soon as the supply/services are rendered by mentioning the reference number generated through e-invoicing tool or email Id on original document. It is mandatory that all invoices and document to be submitted as per Invoice Processing Advisory available on e-invoicing tool. Further, the Supplier shall also send a hard copy of the invoice and supporting documents to the address communicated by EY GDS. It is required to ensure that the unique reference number generated at the time of submission of soft copy of the invoices through any e-invoicing tool is clearly mentioned on the hard copy.

If Tax Collected at Source ('TCS') is collected on the invoice raised on EY, the Supplier must:

- a) confirm to EY that the turnover of the vendor in the previous financial year is more than the threshold prescribed under the Income tax Act to collect TCS;
- b) ensure that the TCS returns are filed on time to enable EY to take credit of the TCS and the TCS certificates are provided to EY within 45 days from end of every financial quarter commencing from 1st April of every year.

NOTE for REAL ESTATE orders: EY shall retain 5% of charges due under an invoice in respect of all Services relating to real estate for the duration of the agreed defects liability period (and where no defect liability period is specified, such period shall be 12 months). EY shall not be liable for any amounts not explicitly set out in this Purchase Order or any penalties or interest due on any taxes. EY may, without limiting its other rights or remedies, set off any amount owing to it by Supplier against any amount payable by EY to Supplier under this Purchase Order.

6. **Tax.** All amounts set out in the Purchase Order are exclusive of GST, which shall be added to the invoice by the Supplier at the rate and in the manner prescribed by applicable law. All invoices must be submitted as originals and must be a valid GST (or other equivalent tax) invoice (as required by applicable legislation) showing the relevant tax registration numbers, breakdown of the tax structure, value payable at the prevailing rate and a clear description of the relevant Goods, Work Products and/or Services. The invoice should also contain all other details as prescribed under Rule 46 of the GST rules. In case of revision of Tax, Supplier shall charge the Tax at the rates applicable as per law or Government Notification.

The Supplier acknowledges that where a transaction is to be reported on the GST network, the GST liability must be discharged by the Supplier within the stipulated time. In case of defaults by Supplier due to non/ delayed reporting in the GST network and/ or non/delayed discharge of applicable GST liability, EY shall be entitled to recover such GST amount, along with applicable interest and penalty from the Supplier. Where the supplier is liable to comply with the GST Rules on E- Invoicing (Rule 48(4) of the CGST Rules 2017), the supplier shall only provide QR code invoices with IRN numbers as generated from the GSTIN portal. Failure on part of the supplier resulting in denial of input tax credit shall be recovered from the supplier, along with applicable interest and penalty

For the avoidance of doubt, EY shall not be liable for any taxes based upon the Supplier's net income or any tax payments and filings in relation to the Supplier's own employees or sub-contractors it may use in the provision of services under this Agreement.

Further all invoices need to have a valid PAN no, in the absence of which additional TDS will be deducted from the payable amount at the rate determined by EY in its sole discretion and Supplier shall not dispute the same. Where PAN has been provided by Supplier, TDS shall be deducted at the rates stipulated under law. If the vendor

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disagrees with the TDS rates, the same shall be communicated at the earliest to EY, failing which EY shall not be responsible for rectification or consequences. If the vendor has obtained a lower withholding tax certificate from the Income tax department, the same shall be shared with EY promptly to avail the benefit of the lower rates of withholding. The lower rates of withholding will be applied only for payments or credits to the Supplier made after the date of furnishing the certificate and not retrospectively, and subject to the validity period provided in the certificate.

Supplies to SEZ units shall be Zero rated. It shall be the responsibility of the Service Provider to ensure all necessary care and diligence is exercised so that EY GDS is able to avail the eligible tax benefits. In case of any errors by the Service Provider, EY GDS shall set-off the eligible benefits from payments to be made to the Service Provider or raise claims separately against the Service Provider. EY GDS shall not be liable in any manner whatsoever to the Service Provider towards any taxes/duties/related claims in respect of exemptions provided to EY GDS based on forms and declarations submitted by EY GDS under applicable laws prevailing at the time of issuance of the Purchase Order or delivery of the goods and/or services, as the case may be. In addition, EY GDS shall not be liable to the Service Provider for any demand towards taxes/duties/related claims pertaining to any exemptions that are provided/availed by the Service Provider without the same being expressly specified in the Purchase Order issued by EY GDS.

For invoices related to SEZ units, Service Provider shall ensure that the following information is included in the invoice:

- Valid email address of the Service Provider;
- Letter of Undertaking ("LUT") Number (if the services are provided without payment)
- LUT validity (from 2nd year vendors generally mention Application Reference Number ("ARN") in place of LUT number; and
- 6-digit HSN number.

All procurement of zero-rated supply/services from Domestic Tariff Area ("DTA") to SEZ units have to be endorsed by the SEZ authorities. As per Rule 30 (4) of SEZ Rules 2006, the endorsement of supply/service invoices must be completed within 45 days from the date of receipt of goods/services at SEZ premises. To facilitate this, the Service Provider must submit the documents based on the below checklist. EY GDS shall not be responsible to get the endorsement of invoices if the requested documents are not shared with it within one (1) week of receipt of services/supplies nor shall EY GDS be liable in any way whatsoever for any tax liability or claims raised against the Service Provider Service Provider for lack of or delay in invoice endorsement by SEZ authorities due to Service Provider's failure to submit the necessary documents to EY GDS on time, or for any reasons beyond the control of EY GDS.

- **Checklist for supply of Goods (CapEx/ OpEx):**
 - Original Invoice with inward entry by SEZ Authorised Officer (Passed In seal with Signature of AO);
 - The following zero-rated supply declaration should be printed on the Service Provider's invoice:
 - IGST NIL - Zero Rated Sales "Supply meant for Export / Supply to SEZ unit or SEZ Developer for Authorized Operation under Bond or LUT without payment of Integrated TAX";
 - LUT/ARN No. & Date should be updated on the Service provider's invoice. In case these details are not updated on the invoice then the Service Provider must share ARN copy along with the invoice;
 - The Service Provider shall also submit E-Way bill along with the invoice, if the invoice value is more than INR 50,000.
- **Checklist for Services:**
 - Original Invoice;
 - LUT/ARN No. & Date should be updated on the Service Provider's invoice. In case these details are not updated on the invoice then the Service Provider must share ARN copy along with the invoice;
 - The following zero-rated supply declaration should be printed on the Service Provider's Invoice:
 - IGST NIL - Zero Rated Sales "Supply meant for Export / Supply to SEZ unit or SEZ Developer for Authorized Operation under Bond or LUT without payment of Integrated TAX".

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NOTE FOR PAYMENT TO FOREIGN VENDORS

In case of invoices pertaining to imports, submission of (a) Tax Residency Certificate ("TRC") issued at the Country of residence and (b) NO Permanent Establishment (NO PE) declaration, in format shared by EY which is mandatory. This is a pre-requisite to start the payment process. In addition to above, Declaration in Form 10F as per Indian Income Tax Act, Copy of Permanent Account Number (PAN) issued by Indian Income Tax authorities and details as specified in CBDT Circular no. 53-2016 in case PAN is not available is also required at the time of invoice processing. In the absence of the above documentation, higher TDS shall be deducted from the invoice and the Supplier shall not dispute the same

TRC, NO PE Declaration and Form 10F must be submitted for the year of payment and for the year in which the invoice is raised, before the delivery of Goods/Works Products and/or Services (as applicable) to avoid delay in processing payments. Where any tax demand is raised on EY because of inadequacy of or challenge to the Tax Documents shared, the same shall be recovered from the vendor with applicable interest and penalties.

The Supplier shall provide confirmation and share the acknowledgment of filing the Form 10F electronically on the portal, as required by CBDT notification number 03/2022 dated 16 July 2022. Where any tax demand is raised on EY because of inadequacy of or challenge to the Tax documents shared, or due to the Supplier not filing Form 10F electronically online, the same shall be recovered from the Supplier with applicable interest and penalties.

If Tax collected at source ('TCS') is collected on the invoice raised on EY, the vendor should:

- a) confirm to EY that the turnover of the vendor in the previous financial year is more than the threshold prescribed under the Income tax Act to collect TCS
- b) ensure that the TCS returns are filed on time to enable EY to take credit of the TCS and the TCS certificates are sent to EY every quarter after the returns are filed, failing which EY will be entitled to recover the amount of TCS from subsequent payments to vendor.

7. Import Clearance. The Supplier shall provide the following documents/details in case of imports:

- a) BIS Certificate for BIS certified products;
- b) Product Catalogue and Technical Write Up for non-BIS products;
- c) Equipment Type Approval (ETA) for wireless products;
- d) Product wise Country of Origin;
- e) Product wise Net & Gross weight;

Note : for goods shipped, CIF Incoterms will be applicable.

In case of Duty Paid shipments:

- Air Shipments: Both Customs duty payment and customs clearance will be under EY scope.
- Sea Shipments: Customs Duty Payment will be under EY scope whereas custom clearance and delivery to EY designated location shall be under Supplier's scope.

In case of Duty-Free shipments:

- Air Shipments: Custom duty & taxes will be NIL (zero) and customs clearance will be under EY scope.
- Sea Shipments: Custom duty & taxes will be NIL (zero) whereas custom clearance and delivery to EY designated location shall be under Supplier's scope.

8. Reporting. Quality, status and other reasonably requested reports, including corrective action details, shall be submitted to EY promptly in writing upon request.

9. Indemnification. Supplier shall indemnify, defend, save, and hold EY, its affiliates and their partners, directors, employees, and agents (the "Indemnified Parties") harmless from and against any and all losses, damages, liabilities, costs and expenses (including reasonable legal fees) suffered by the Indemnified Parties as a result of any claim or demand by a third party in connection with or arising out of the performance, non-performance, breach or alleged breach of this Purchase Order by Supplier, its agents, employees, directors, affiliates or subcontractors, including any act of the shipper, defects in the Goods, Work Products and/or Services provided

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to EY, any misappropriation or infringement of any copyright, patent, trademark, trade secret or other proprietary right of EY or any third party and any wilful misconduct or negligence on the part of Supplier.

- 10. Limitation of liability.** EY shall not be liable under or in connection with this Purchase Order, whether in contract, tort (including negligence or breach of statutory duty) or otherwise, for any: (i) loss of profits, loss of revenue, business, goodwill or of anticipated savings (in each case whether direct or indirect); and/or (ii) any indirect, incidental, consequential, punitive or special damages, whether or not EY was advised, knew, or should have known of the likelihood of such damages. The total aggregate liability of EY arising out of or in connection with this Purchase Order, whether in contract, tort (including negligence or breach of statutory duty) or otherwise, shall be limited in relation to events occurring in any calendar year to the charges for the Goods, Work Products and/or Services paid or payable by EY under this Purchase Order in such calendar year. Notwithstanding any other provision of this Purchase Order, Supplier's recourse with respect to any matter (including any obligation of EY hereunder) shall be limited solely to the assets of EY entity identified in the Purchase Order, and Supplier shall have no recourse against, and shall bring no claim against: (i) any other EY Network Member, nor (ii) individual partner, director, employee, or agent of EY or of any EY Network Member. Neither party shall be liable for any delay or failure to perform if such delay or failure arises from any act of God, civil disobedience, epidemic, war, insurrection or other circumstances beyond a party's reasonable control.
- 11. Assignment and Sub-contracting.** Neither this Purchase Order nor any interest herein may be assigned, delegated, transferred or otherwise dealt with by Supplier without the prior written consent of EY. EY may assign any or all of its rights hereunder to any EY Network Member. Supplier shall not sub-contract provision of the Services without EY's prior written consent and Supplier shall remain liable for performance of any such sub-contracted obligations and any acts or omissions of its sub-contractors. EY may, from time to time, restructure, sell or transfer an EY Network Member, in whole or in part (a "Divestment" with the sold, transferred, or restructured EY Network Member, or part of an EY Network Member, becoming a "Divested Business"). Pursuant to a Divestment, EY may: (i) require Supplier to continue to provide Services to the Divested Business as though the Divestment has not occurred, provided EY shall remain liable for the Charges; or (ii) assign or novate this Purchase Order, in whole or in part, along with the associated benefits or rights to receive the Services and the corresponding obligations, in which event Supplier will enter into a separate contract with the Divested Business on terms comparable to and no less favourable than those set out in this Agreement. In the event of a partial assignment or novation as contemplated above, the Charges will be adjusted on a pro rata basis between EY and the Divested Business consistent with the pricing terms agreed under this Purchase Order.
- 12. Compliance.** Supplier warrants that its performance of this Purchase Order and all actions in connection therewith shall comply with all applicable laws and regulations, including those relating to anti-bribery and corruption, including where applicable, the Export Import ("EXIM") regulations and data privacy, and Supplier shall not do, or omit to do, any act that will cause EY to be in breach of any such laws or regulations.
- 13. Cancellation/Termination.** EY may terminate this Purchase Order in whole or in part, with or without cause, at any time and without liability, upon written notice to Supplier. In the event of any termination, Supplier shall promptly refund to EY any fees paid for Goods, Work Products and/or Services that have not been provided as at the effective date of termination, and no further fees shall be due from EY in respect of the Goods, Work Products and/or Services. Termination or expiry of this Purchase Order for any reason shall not affect the accrued rights and obligations of the parties at the date of termination or expiry (as applicable).
- 14. Jurisdiction and Dispute Resolution.** Disputes or differences arising out of this Purchase Order, including any disputes regarding interpretation of any of the clauses of this Purchase Order, shall be referred to a sole arbitrator appointed by EY, as per the provisions of the Arbitration and Conciliation Act 1996. The arbitration shall be held in Bangalore. This Purchase Order shall be governed by, and construed in accordance with, the laws of India, and any dispute arising in connection with this Purchase Order shall be subject to the exclusive jurisdiction of the courts in Bangalore, to which EY and Supplier hereby submit.
- 15. Binding Effect.** Performance by Supplier shall be deemed acceptance of all the terms and conditions set forth herein. Any alterations, modifications or additions made to this Purchase Order will be deemed of no effect unless expressly accepted in writing and signed by an authorized EY Representative.

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- 16.No Use of Name.** Supplier shall not use, or permit the use of, the name, trade name, service marks, trademarks, or logo of EY or of any EY Network Member in any form of publicity, press release, advertisement, or otherwise without EY's prior written consent.
- 17.Additional Representations and Undertakings.** Supplier represents and warrants, on and as of the date of this Purchase Order, that:
- (1) entering into this type of agreement is in the ordinary course of the Supplier's business with customers such as EY;
 - (2) the Goods, Work Products and/or Services are being offered for purchase at market rates or otherwise in accordance with Supplier's internal pricing policies and practices;
 - (3) during the Term of this Purchase Order, the Supplier and none of the individuals with significant responsibility for providing services to EY shall be a partner, executive officer, member of the Board of Directors, or a direct or indirect substantial equity owner (or otherwise with control), of any audit client of an EY Network Member. For the purposes of this clause, a person or entity shall be deemed a "substantial equity owner" of an entity if he or it (i) is a general partner in such entity, if such entity is a limited partnership; (ii) holds a 5% or more direct or indirect equity interest in (or the power, by contract or other relationship, to direct the affairs or management of) such entity, if such entity is publicly-traded; (iii) holds a 20% or more direct or indirect equity interest in (or the power, by contract or other relationship, to direct the affairs or management of) such entity, if such entity is privately-held; and
 - (4) the aggregate amounts contemplated to be paid by EY to Supplier under this Purchase Order, and under all other agreements between EY and Supplier in effect within any fiscal year period, shall not exceed 7% of the Supplier's total revenues during such period.
- 18.Insurance.** Supplier shall maintain in effect throughout the Term such insurance, issued by a nationally recognised insurance company of sound financial status, as is sufficient to cover all liabilities to which it may be subject in relation to this Purchase Order, including Contractors' All Risk (CAR) Policy, FLEXA cover and Workmen's Compensation (WC) policy. The CAR policy shall include third party liability and cover must be in place for the appropriate number of workers covering the entire Term, including any extension period, if any. EY must be included as co-insured. In addition, the WC policy needs to be in place for the appropriate number of workers covering the entire Term. The interest of EY as principal must be noted on all policies where required by the relevant legislation. Insurances are required prior to commencement of the work at any Location. A copy of the CAR policy & WC policy certificates evidencing the required coverage should be provided to EY by Supplier upon EY's request.
- 19.Confidential Information.** The parties may, from time to time during the Term, provide to one another confidential information, including any information identified as confidential or proprietary, or which ought reasonably under the circumstances to be treated as confidential and/or proprietary, such as this Purchase Order, and information relating to a party's (which in the case of EY includes the EY Network Members') business, operations, products, customers, clients, services or methodologies (collectively, "Confidential Information"). Confidential Information shall not include information that: (1) is or becomes part of the public domain through no act or omission of the receiving party; (2) was in the receiving party's lawful possession prior to initial disclosure by the disclosing party; (3) is lawfully disclosed to the receiving party by a third party without restriction on disclosure; (4) is independently developed by the receiving party; or (5) is properly disclosed pursuant to a statutory obligation, the order of a court of competent jurisdiction or that of a competent regulated body, provided that (to the extent not prohibited from doing so under applicable law) prior written notice of such required disclosure is furnished to the disclosing party as soon as practicable in order to afford it an opportunity to seek a protective order. During the Term, and for a period of five (5) years following the expiration or termination for any reason of this Purchase Order, each party shall hold all Confidential Information relating to the other in confidence and shall treat such Confidential Information with the same degree of care that it uses to protect its own confidential information, which shall be no less than a reasonable degree of care. Supplier shall not, at any time during or after the Term, use any Confidential Information received from EY for any purpose other than carrying out its obligations under this Purchase Order. Upon EY's request, and upon the expiration or termination for any reason of this Purchase Order, Supplier shall promptly return to EY or, if so directed by EY, destroy all EY Confidential Information (in every form and medium), and certify such return or destruction in writing.

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Notwithstanding the foregoing, unless prohibited by law, Supplier understands and agrees that EY may disclose Supplier Confidential Information received from Supplier to other EY Network Member, and EY Network Member persons and third parties providing services on its behalf who may collect, use, transfer, store or otherwise process it in the various jurisdictions in which they operate for purposes related to the provision of the services, to comply with regulatory requirements, to check conflicts, for quality, risk management, or financial accounting purposes and/or for the provision of other administrative support services. EY shall be responsible to Supplier for maintaining the confidentiality of Supplier Confidential Information.

20.Data Protection. Each party shall comply with its obligations under any relevant data protection legislation and neither party shall do any act that puts the other party in breach of such legislation. In this section, "data protection laws" means all laws and regulations governing or related to the access to, transfer of, storage of or breach of data that can be used to identify and individual. The terms "processing", "processor", "data subject" and "Personal Data" shall have the meaning given in the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data ("GDPR").

With respect to EY Personal Data, EY GDS appoints the Supplier as processor. The Supplier will not assume any responsibility for determining the purposes for which and the manner in which EY Personal Data is processed. The Supplier (and its Sub-contractors) will not process EY Personal Data for their own purposes, nor include EY Personal Data in any product or service offered by the Supplier to third parties.

The categories of data subjects may include: Employees, principals, partners, directors, former employees, former partners, former principals, former directors, new hires, individual contractors and temporary staff of EY GDS and the EY Network Members, as well as applicants, dependants, contractors/subcontractors, clients, suppliers/vendors of EY GDS and the EY Network Members.

The Supplier will and will procure that all Sub-contractors will:

- i. Process EY Personal Data in accordance with the requirements as imposed under the GDPR on processors.
- ii. Process EY Personal Data only in accordance with documented instructions from EY GDS (which may be specific instructions or instructions of a general nature as set out in this Agreement or as otherwise notified by EY GDS to the Supplier during the Term), including with regard to transfers of EY Personal Data to a country outside the European Economic Area (EEA). Supplier shall immediately inform EY GDS if, in its opinion (or the opinion of its Sub-contractors) an instruction infringes the GDPR or any other applicable data protection laws;
- iii. unless otherwise requested by EY GDS, process EY Personal Data only to the extent, and in such manner, as is necessary for the provision of the Services;
- iv. implement appropriate technical and organisational measures to protect EY Personal Data against unauthorised or unlawful processing and against accidental loss, destruction, damage, alteration or disclosure. When implementing and updating such technical and organisational measures ensuring a level of security appropriate to the risk, the Supplier will have regard to the state of the art, the costs of implementation and the nature, scope, context and purposes of processing as well as the risk of varying likelihood and severity for the rights and freedoms of natural persons. Supplier acknowledges that EY GDS is relying upon the Supplier's skill and knowledge in order to assess what is 'appropriate' to protect EY Personal Data;
- v. assist EY GDS by appropriate technical and organisational measures, insofar as this is possible, for the fulfilment of EY GDS's obligation to respond to requests for exercising the data subject's rights laid down in Chapter III of the GDPR and any other applicable data protection laws;
- vi. at the request of EY GDS, assist in carrying out a data protection impact assessment prior to the processing of EY Personal Data;
- vii. notify EY GDS by email to: gdsdataprotection@gds.ey.com without undue delay after becoming aware of a personal data breach (meaning a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, EY Personal Data transmitted, stored or otherwise processed) and keep EY GDS informed of any related developments. The notification to EY GDS will include at least: a) the nature of the breach; b) the impacted data categories; c) the identified and potential consequences of the breach and d) the measures Supplier takes to mitigate the consequences of the breach.

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- Supplier shall take any measures necessary to mitigate (potential) damage resulting from the breach. At the request of EY GDS, Supplier shall provide all additional information with regard to the breach and will assist EY GDS in notifying the breach to a supervisory authority and/or the data subjects concerned;
- viii. At the direction of EY GDS, delete or return all EY Personal Data to EY GDS after the end of the provision of the Services relating to processing, and delete existing copies unless applicable law requires storage of the EY Personal Data;
- ix. Make available to EY GDS all information necessary to demonstrate compliance with the obligations laid down in this Schedule.

The Supplier shall only use Sub-contractors for the processing of EY Personal Data with the prior written authorization of EY GDS. Before any addition or replacement of Sub-contractors, the Supplier shall submit the request for authorisation of the Sub-contractor to EY GDS at least 4 weeks in advance and provide EY GDS with all necessary information on Sub-contractor and its role in the processing of EY Personal Data. The Supplier may engage the Sub-contractor provided that within the 4 weeks of receipt of the Supplier's request EY GDS does not notify the Supplier, in writing, of any reasonable objection to the proposed Sub-contractor (including any objections related to technical and organisational measures, international transfers, or applicable legal requirements). The Parties shall endeavour in good faith to resolve the objection, including through Supplier proposing an alternative Sub-contractor under this paragraph. If the objection cannot be resolved within 90 days of EY GDS' objection notification, EY GDS may terminate the relevant parts of the Service which would rely on the relevant Sub-contractor.

The Supplier shall be fully responsible and liable for the compliance of all subprocessors with its and the Sub-contractors' obligations under this Purchase Order. The Supplier shall enter into a written agreement with each Sub-contractor that imposes obligations on the Sub-contractor that are substantially the same and no less onerous than those imposed on the Supplier. The Supplier shall perform reasonable due diligence on, and obtain appropriate assurances from, each Sub-contractor that processes EY Personal Data to ensure that such Sub-contractor has adopted adequate safeguards to protect EY Personal Data.

The Supplier will ensure:

- i. the reliability of any employees and Sub-contractor personnel who have access to EY Personal Data;
- ii. that all employees and Sub-contractor personnel involved in the processing of EY Personal Data have undergone adequate training in the care, protection and handling of personal data; and
- iii. that persons authorized to process EY Personal Data have committed themselves to confidentiality and that they will perform their duties strictly in compliance with the provisions of Confidentiality, so please check appropriate reference number] by treating such EY Personal Data as Confidential Information.

The Supplier will promptly inform EY GDS if it receives:

- i. a request from a data subject concerning any information that may be contained in EY Personal Data; or
- ii. a complaint, communication or request relating to EY GDS's obligations under the GDPR or other applicable data protection laws.

Upon reasonable request of EY GDS, the Supplier agrees to submit its data processing facilities, data files and documentation needed for processing EY Personal Data (and/or those of its agents, affiliates and Sub-contractors) to reviewing, auditing and/or certifying by EY GDS (or any independent or impartial inspection agents or auditors, selected by EY GDS and not reasonably objected to by the Supplier) to ascertain compliance with the warranties and undertakings, with reasonable notice and during regular business hours.

The Supplier will not process or permit the processing of EY Personal Data of EEA, Swiss or UK data subjects or any other EY Personal Data subject to GDPR, the Swiss Federal Act on Data Protection or the Data Protection Act 2018 and the UK GDPR outside the European Economic Area, Switzerland or the UK unless:

- i. the European Commission has decided that the relevant third country, a territory or specified sector within the third country or international organisation ensures an adequate level of data protection pursuant to article 45(3) of GDPR and
- ii. the relevant third country's system is covered by UK adequacy regulations issued under section 17A of the Data Protection Act 2018 or Paragraphs 4 and 5 of Schedule 21 of the Data Protection Act 2018; or

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- iii. The Supplier will at its own expense assist EY to comply with any obligations under the GDPR and any other applicable data protection legislation and will not perform its obligations in such a way as to cause EY to breach any of its obligations under the GDPR or any other applicable data protection legislation.

21. Survival and Severance. Clauses 2, 4, 9, 10, 14, 16, 17, 19, 20 and this Section 21 shall continue in full force and effect following the termination or expiry of this Purchase Order for any reason, together with any terms which by implication should survive. If any provision of this Purchase Order or any part thereof is determined to void or unenforceable by any court or body of competent jurisdiction or by virtue of any legislation to which it is subject or by virtue of any other reason whatsoever, it will be void or unenforceable to that extent only and the validity and enforceability of any of the other provisions or the remainder of any such provision will not be affected.