

Accenture Purchase Order Terms and Conditions

"Accenture" means either: Accenture European Service Centre Limited, a limited company (with registered number 285869) having its registered address at 3 Grand Canal Plaza, Grand Canal Street Upper, Dublin 4, Ireland; or Accenture, a company (with registered number 340745), having its registered office at 1 Grand Canal Square, Grand Canal Harbour, Dublin 2; or Accenture Technology Solutions, a company (with registered number 371606), having its registered office at 1 Grand Canal Square, Grand Canal Harbour, Dublin 2, as indicated in the Purchase Order.

"Deliverables" means the goods and or services, as the case may be, detailed in the Purchase Order.

"Intellectual Property Rights" means all intellectual and industrial property rights anywhere in the world including without limitation, any invention, patent, design or utility model rights, any copyright and trade marks, database rights, topography rights, commercial or confidential information, know how or trade secrets and any other rights of a like nature whether or not registered, and the right to apply for them.

"Purchase Order" means the attached Purchase Order requesting the supply of Deliverables.

"Specification" means the specification; description; function; or any other requirements set out in the Purchase Order and attached documents (including drawings or descriptions) and the Supplier's product documentation.

"Supplier" means the person or entity which is to provide the Deliverables pursuant to the Purchase Order.

"Conditions" means these Conditions of Purchase.

1. Purchase Order

1.1 The Purchase Order issued by Accenture will set out the Deliverables required by Accenture, and the Supplier agrees that any Deliverables supplied under the Purchase Order shall be subject to these Conditions, EXCEPT where Accenture and the Supplier have agreed an Accenture issued agreement specific to the supply of the Deliverables, in which case the terms of such an agreement shall govern the supply of the Deliverables and shall supersede these Conditions.

1.2 Subject to Clause 1.1, the parties agree that the Purchase Order together with these Conditions includes all of the terms and conditions relating to the Deliverables specified in the Purchase Order to the exclusion of any other terms and conditions relating to such Deliverables on any other purchase order, confirmation, invoice, payment slip or any other related document, and in particular, those documents issued by the Supplier.

1.3 In the event that the Supplier has to design, develop or manufacture goods specified on the Purchase Order specifically for Accenture, the Supplier shall submit to Accenture a prototype and/or plans for approval. The Supplier must obtain written confirmation from Accenture that the prototype and/or plans have been accepted and full production of the goods can commence before commencing the work. Accenture will not be liable to reimburse any costs incurred by the Supplier prior to receipt of this written confirmation.

2. Delivery

2.1 With regard to performance of the Purchase Order by the Supplier, time is of the essence. The Deliverables shall be delivered or performed on the date and at the place specified in the Purchase Order.

2.2 Unless expressly agreed otherwise the Deliverables shall be delivered during Accenture's normal business day. Delivery and any other costs associated with the supply of the Deliverables shall be at the Supplier's own expense unless otherwise stated on the Purchase Order.

2.3 Accenture's signature given on any delivery note or other documentation presented for signature in connection with delivery of the Deliverables is evidence only of the number of packages received, and not evidence of actual quantity, quality or condition of Deliverables.

3. Specifications and Rejection

3.1 The Deliverables must conform in all respects with the Specifications. All goods in the Deliverables must be of sound materials, workmanship and (where the Supplier is responsible for this) design, and shall be equal in all respects to relevant samples or patterns provided by or accepted by Accenture. All services in the Deliverables shall be performed in a sound manner and shall be free from all defects including (to the extent that you are responsible for design) defects in design or installation.

3.2 All Deliverables must pass Accenture's acceptance tests. Accenture shall be entitled to reject all Deliverables that do not meet the provisions of Clause 3.1. If by the nature of the Deliverables any defects or any failure to conform with Clause 3.1 does not or would not become apparent (despite the carrying out of any examination) until after use, Accenture may reject the

same even after a reasonable period of use. It is agreed that Accenture may reject the goods notwithstanding any provision contained in the Sale of Goods and Supply of Services Act, 1980.

3.3 Any Deliverables rejected under Clause 3.2 must at Accenture's request be replaced or reperformed as the case may be by the Supplier at the Supplier's expense. Alternatively, Accenture may elect (at Accenture's option) to cancel the Purchase Order pursuant to Clause 9 in respect of the Deliverables in question and the whole of the remainder of the Deliverables (if any) covered by the Purchase Order. All rejected Deliverables will be returned to the Supplier at the Supplier's expense.

3.4 The Deliverables shall be in accordance with any applicable Irish, EU or International standards).

The Deliverables shall comply at the time of delivery or performance with all relevant requirements of any applicable statute, statutory rule or order or other instrument having the force of law.

3.5 Notwithstanding Accenture's rights under Clauses 3.3, Accenture shall be entitled to return any goods to the Supplier for a full refund within 15 days of delivery without incurring any costs or charges whatsoever.

4. Inspection

4.1 The Supplier shall permit Accenture access to its premises at any reasonable time in order to inspect the Deliverables in the course of manufacture, provision or storage. If, as a result of such inspection, Accenture is not satisfied that the Deliverables will comply with the Purchase Order, it shall notify the Supplier in writing and the Supplier shall, as soon as possible, take all necessary steps to ensure compliance. An inspection or notification by Accenture shall not relieve the Supplier of its obligations under the Purchase Order.

5. Property and Risk

5.1 Property and risk in goods shall pass to Accenture when they are delivered in accordance with Clause 3. Such passing of property and risk shall be without prejudice to any right of rejection arising under these Conditions.

6. Prices and Payment

6.1 Prices and the currency shall be as specified in the Purchase Order.

6.2 No increase in price shall be made or accepted unless agreed in writing by Accenture.

6.3 The Supplier shall submit an invoice once the Deliverables have been delivered. Accenture shall pay the Supplier within 30 days of receipt of a correct and duly submitted invoice.

7. Intellectual Property Rights

7.1 The Supplier warrants that neither the sale nor use of goods nor the performance of its services will infringe any Irish or foreign copyright, patent, trade mark, registered design or any other Intellectual Property Rights whether or not similar to any of the foregoing.

7.2 The Supplier shall indemnify Accenture from all actions, costs, claims, demands, expenses and liabilities whatsoever resulting from any actual or alleged infringement as set out in Clause 7.1 and the Supplier shall defend or (at Accenture's option) assist in the defence of any proceedings which may be brought in that connection.

7.3 In the event of such claim or action, the Supplier shall forthwith do all things and take such action (including procuring any required licences, consents or authorisations or modifying or replacing any infringing item) without charge to Accenture as shall be necessary to prevent or remedy (without detracting from the overall functions or performance) any infringement, provided that the Supplier shall not act in any way which shall prejudice the Intellectual Property Rights of Accenture; the Supplier shall at all times act in such a way as to minimise interruption and disruption to the operation of Accenture's business.

7.4 All Intellectual Property Rights in any of the Supplier's pre-existing materials used in the provision of the Deliverables to Accenture shall be owned by the Supplier. Notwithstanding the above, the Supplier hereby grants Accenture an irrevocable royalty free license to use, copy or modify such pre-existing materials for its internal business purposes.

7.5 The Intellectual Property Rights in all works of authorship created by the Supplier in the course of execution of services ("Project Materials") shall vest immediately and exclusively in Accenture. In the event that the Supplier requests and Accenture grants written consent such that the Intellectual Property Rights for specific Project Materials are not assigned to Accenture, the Supplier hereby grants to Accenture and its affiliates an irrevocable royalty free licence to use, copy or modify the Project Materials with a right to sub-license those Project Materials to third parties for any purposes intended by Accenture from time to time.

7.6 Where applicable, the Supplier hereby waives all moral rights (as defined in the Copyright and Related Rights Act, 2000 (as amended)) in the Project Materials supplied hereunder in so far as they relate to Accenture and agrees that it has obtained all waivers of moral rights and consents from any employee, agent, subcontractor or other third party necessary to comply with its obligations under this Clause 7.

7.7 Any drawings, specifications, data, documents, and other information provided by Accenture to the Supplier in connection with the Purchase Order and all Intellectual Property Rights therein shall remain the sole and exclusive property of Accenture and the Supplier shall at all times keep confidential all such information and return it to Accenture on demand or upon completion of the Purchase Order.

8. Liability

8.1 The Supplier shall indemnify Accenture against any losses costs expenses and liabilities caused to Accenture, its officers or employees whether directly or as a result of any action claim or demand of any third party by reason of any breach by the Supplier of these Conditions or of any terms and obligations implied by the Sale of Goods and Supply of Services Act, 1980 or by any other statute or statutory provision relevant to the supply of the Deliverables.

9. Cancellation

9.1 If a party is delayed or prevented from performing its obligations under the Purchase Order by circumstances beyond its reasonable control, such performance shall be suspended and if it cannot be completed within a reasonable time after the due date as specified in the Purchase Order, the Purchase Order may be cancelled by the other party.

9.2 Subject to Clause 9.1, Accenture reserves the right to cancel the whole or any part of the Purchase Order or any consignment on account thereof if the same is not completed in all respects in accordance with the instructions and Specifications specified in the Purchase Order and with the foregoing conditions, in particular with Clauses 2.1, 3.1, and 3.4, compliance with which by the Supplier is of the essence and a fundamental condition of these conditions. If Accenture cancels the whole or any part of a Purchase Order or consignment it shall only be obliged to pay the Supplier in relation to such items of the Purchase Order or consignment that have been expressly accepted by it. In the event of Accenture cancelling the Purchase Order as to all or any of the goods and/or the services covered thereby, Accenture shall be entitled to purchase from a third party a like quantity of Deliverables of similar description and quality and in that event the Supplier shall be liable to reimburse to Accenture on demand all additional expenditure incurred by Accenture in connection with Accenture's said cancellation including any increase in price over that stated on the Purchase Order.

10. General

10.1 The Supplier agrees:

(a) that it shall comply, and warrants that it has complied, with the Data Protection Acts, 1988 and 2003, and any other applicable data protection laws and regulations (together, the "Data Protection Laws"); and

(b) that it shall not, by any act or omission, put Accenture in breach of any of the Data Protection Laws, in connection with the Purchase Order.

10.2 The Supplier shall have in force and maintain at the Supplier's cost such policies of insurance with a reputable and authorised insurer so as to give adequate levels of insurance cover in respect of all of the Supplier's liabilities and obligations to Accenture in relation to the Purchase Order.

10.3 All Purchase Orders and any information disclosed to the Supplier by Accenture in relation to the same is confidential and the Supplier will not divulge or disclose it to any third party without prior express consent in writing from Accenture.

10.4 The Purchase Order shall not be assigned, charged, transferred or otherwise encumbered in whole or in part by the Supplier without the prior written consent of Accenture.

10.5 The Supplier shall not be relieved of any of the Supplier's obligations under these Conditions by the appointment of a subcontractor. The Supplier shall remain primarily liable for the acts or omissions of any subcontractors it appoints.

10.6 No delay or failure by either party to exercise any of its powers, rights or remedies under these Conditions shall operate as a waiver of them.

10.7 If any part of these Conditions are found by a court of competent jurisdiction or other competent authority to be invalid, unlawful or unenforceable then such part will be severed from the remainder of these Conditions which will continue to be valid and enforceable to the fullest extent permitted by law.

10.8 Subject to Clause 1.1, the Purchase Order contains the entire agreement between the parties and supersedes all negotiations, representations and proposals (written and oral) relating to its subject matter.

10.9 These Conditions or document made a part hereof or agreed to in connection herewith may not be amended, modified or waived in any respect whatsoever except in writing signed by the parties.

10.10 Compliance with Laws. Supplier warrants that it is in compliance with all applicable local and EU laws, regulations and standards, including but not limited to, those relating to the design, manufacture, testing, labelling, sale and transportation of the Deliverables. Supplier will comply at all times with all applicable laws and regulations of any jurisdiction in which Supplier acts, including without limitation the U.S. Foreign Corrupt Practices Act ("FCPA") and all other anti-bribery laws. A summary of the requirements of the FCPA and Accenture's anti-bribery-policy is attached in the Schedule.

10.11 Accenture is committed to conducting its business free from unlawful, unethical or fraudulent activity. Suppliers must act in a manner consistent with the ethical and professional standards of Accenture set forth in the Accenture Code of Business Ethics. This includes acting in a manner consistent with Accenture's position as a signatory of the United Nations Global Compact (UNGC), respecting the Ten Principles of the UNGC. The standards of the Accenture Code of Business Ethics also include promptly reporting unlawful, fraudulent or unethical conduct. Accenture has established reporting mechanisms and prohibits retaliation or other adverse action for reporting such conduct.

A copy of the Accenture Code of Business Ethics can be found at the following address:

http://www.accenture.com/Global/About_Accenture/Corporate_Governance/CodeProgram.htm

The Ten Principles of the UNGC can be found at the following address:

<http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>

10.12 All aspects relating to the Conditions shall be subject to and interpreted in accordance with the laws of Ireland. The parties submit to the exclusive jurisdiction of the Irish courts.

SCHEDULE

FCPA AND ACCENTURE ANTI-BRIBERY POLICY SUMMARY

Accenture, its agents and subcontractors (or anyone acting on Accenture's behalf) may NOT offer, promise or provide any item of value, pay bribes or make improper payments to Public Officials directly or indirectly in order to:

- obtain new business,
- retain existing business, and/or
- secure any improper advantage.

Any accepted local practices to the contrary are irrelevant - our company's standard may be higher than local law.

Who is a Public Official?

"Public Official" includes any:

- government official;
- officer or employee of a government, department, agency or instrumentality thereof or any person acting in an official capacity for or on behalf of any such government or instrumentality;
- state working person or state functionary;
- organisation authorised by the local government to perform certain government functions;
- personnel of state-owned or controlled commercial corporations, enterprises, institutions or organisations (whether partially or wholly owned);
- outside director of a state-owned entity;
- part-time legislator;
- person holding an honorary or ceremonial government position;
- royal family members;
- political parties, political party officials, and candidates for political office;
- officers or employees of public international organisations, such as the World Bank or International Monetary Fund;
- relatives or close associates of any of the above.

What is an "item of value"?

An "item of value" includes:

- Any payment of money;
- Any item of value;
- An offer of employment to a Public Official, the Public Official's relative or associate, or someone recommended by the Public Official;
- Payments to third parties, including charities or not-for-profit organisations on behalf of, or at the request of, a Public Official;
- Stock or equity interest given to a Public Official in a joint venture opportunity;
- Travel expenses, such as airfare, entertainment, meals, per diems or hotel accommodations;
- Free or reduced-price Company technology products;
- Free or reduced-price advertising or services for a Public Official or a business in which the Public Official has an interest;
- Tuition paid for a Public Official's child;
- Club dues or fees.

What is "obtaining or retaining business"?

The phrase "obtaining or retaining business" covers a very broad spectrum of activity. It includes obtaining or seeking to obtain contracts and/or any marketing or business development efforts.

Also, it includes obtaining, or seeking to obtain, benefits to which the Company is not otherwise clearly entitled, which includes acts that:

- result in a change in law or regulation to create a better legal environment;
- reduce the amount of tax the Company might owe in a particular country;
- secure licenses or permits, or bypass statutory requirements.