

## ORBIS NV TERMS AND CONDITIONS OF PURCHASE

Please read these Terms and Conditions of Purchase (these “**Terms**”) carefully. These Terms materially affect the parties’ obligations. ORBIS NV, including its subsidiaries (“**ORBIS**”), is bargaining for and will do business with Seller (as defined below), as it relates to the matters contained in this Agreement (as defined below), only pursuant to these Terms. ORBIS’ agreement to purchase goods and services (together, the “**Work**”) is expressly subject to and conditioned on the seller/provider of the Work (“**Seller**”) agreeing to these Terms.

1. **Entire Agreement; Acceptance; Contrary Terms.** These Terms, together with the email, purchase order, service order, or similar form issued by ORBIS and referencing these Terms (each a “**Purchase Order**” and together with these Terms, this “**Agreement**”), are intended by the parties to be the final expression of their agreement as it relates to the matters contained in this Agreement, and are intended also as a complete and exclusive statement of the terms and conditions thereof. This Agreement is an offer to purchase the Work described on the Purchase Order. ORBIS may revoke this offer at any time prior to its acceptance by Seller. Commencement of delivery or other indications of acceptance by Seller will result in a firm contract containing these Terms. ORBIS’ performance is conditional upon Seller’s agreement to these terms and conditions; if any of these terms and conditions are not acceptable to Seller, Seller must notify ORBIS promptly. If ORBIS does not receive Seller’s written objection to these Terms within three (3) days after Seller receives the applicable Purchase Order from ORBIS, or if Seller performs or delivers the Work, these Terms will be deemed irrevocably accepted by Seller. These Terms apply exclusively; terms of Seller which conflict with or differ from these Terms are not accepted, unless ORBIS gives its express written consent thereto. The Terms apply even if ORBIS executes the Purchase Order / the Agreement without reservation in the knowledge that the conditions of the Seller contradict or differ from the Terms. These Terms will also apply to all future transactions with the Seller even if no explicit reference is made to them. Notwithstanding the contents of any form from Seller, the only effect thereof will be to accept the Purchase Order pursuant to these Terms. Any provision of any form or other writing inconsistent with these Terms will not constitute a part of the contract. No online or electronic terms or conditions will be binding upon ORBIS even though such terms were “accepted” in order to access or use a system, including but not limited to an order entry system. In no event will ORBIS be deemed to have waived any express or implied warranties of any kind (including without limitation any warranties of merchantability, fitness for particular purpose or those arising from any course of dealing or usage of trade) unless such waiver is expressly set forth in a writing hand-signed by ORBIS. The failure of ORBIS to object to provisions contained in any acknowledgement or communication from Seller will not be construed as an acceptance of any such provision or as a waiver of these Terms. Without limiting the foregoing, ORBIS expressly objects to all additional or contradictory terms specified in any other quote, email, acknowledgement, purchase order, confirmation, or other document supplied by Seller pertaining to the Work, including without limitation those terms and conditions regarding warranty and indemnity. No modification of any term or condition will be valid or binding upon ORBIS unless approved by ORBIS in a writing hand-signed by ORBIS. Unless ORBIS expressly indicates otherwise in such hand-signed writing, such modification is effective only in that instance and only for the purpose for which it is made and is not to be construed as a modification on any future occasion or of any other order or agreement.

2. **Non-Exclusivity.** Nothing herein will be deemed to create an exclusive relationship between the parties. ORBIS has the absolute right to purchase goods and services, including the Work, from sources other than Seller. If ORBIS grants exclusive or “single source” rights under any Purchase Order, such rights shall apply only with regards to such specific Purchase Order (unless otherwise explicitly written in such Purchase Order, which Purchase Order must be signed by ORBIS in writing) and shall not restrict

ORBIS' right to procure goods or services similar to the Work in substitution therefor in the event of any default in delay.

3. **Packing.** Seller shall label, pack, and ship all goods included in the Work in accordance with any instructions provided by ORBIS and in accordance with good commercial practices to ensure that no damage results from weather or transportation. No extra charges will be allowed for labeling, packing, and shipping unless specified on the applicable Purchase Order.

4. **Quantity.** The quantity of any goods that are delivered as part of the Work may not be greater or less than the amount specified in the applicable Purchase Order unless otherwise agreed to by ORBIS in writing. ORBIS may return excess quantities to Seller at Seller's expense. ORBIS is not obliged to accept incomplete deliveries.

5. **Pricing and Payment.** Unless otherwise specified on the applicable Purchase Order, the prices charged to ORBIS for goods are for delivery in accordance with 2010 Incoterms DDP to ORBIS' premises, and the prices charged to ORBIS for services are for services to be performed at a location of ORBIS' choosing. All prices must include any applicable federal, state and local taxes, charges, or duties. Seller may not charge ORBIS a price higher than the price stated on the applicable Purchase Order or the last price quoted by Seller or charged to ORBIS, whichever is lower, without the written approval of ORBIS. No additional charges or fees of any kind or nature, including taxes, shipping or packaging charges, travel or other out of pocket expenses, customs, duties or other fees or assessments, will be allowed unless specifically agreed to by ORBIS in writing. Unless otherwise stated on the Purchase Order, payment terms are net 30 days. The invoice payment period and the determination of any discount periods will start on the later of the date (a) Seller's invoice is received by ORBIS' accounts payable department, or (b) the Work is completed by Seller and received by ORBIS at the appropriate location. If the invoice receipt by ORBIS is delinquent, or if a pricing discrepancy results when comparing the invoice amount to the amounts listed on the applicable Purchase Order or the Work received, processing of the invoice may be delayed and ORBIS will nevertheless be entitled to take any applicable cash discount. All amounts of any discounts not subtracted from the purchase price at the time of payment will accumulate to ORBIS' benefit, and will be payable to ORBIS upon demand together with 6% annual interest from the date of ORBIS' payment of the purchase price to Seller, unless statutory law stipulates a higher interest rate. Seller shall not retain any lien, security interest, or other right in any Work.

6. **Inspection; Acceptance; Rejection.** All Works are subject to ORBIS's prior right of inspection and rejection. ORBIS shall have a reasonable time, but not less than thirty (30) days after delivery, to inspect the Works prior to accepting the Works. Acceptance of the Works by ORBIS is limited to defects that are revealed during a superficial examination and does not under any circumstances cover any hidden defects that may affect the Works. ORBIS obligation to notify the Seller about any defects discovered at a later point in time remains unaffected; ORBIS will not be considered in delay with this obligation to notify defects, if notified within ten working days after discovery. ORBIS reserves the right to reject any Work or to refuse acceptance of any Work, if such Work is not in accordance with ORBIS' instructions, specifications, drawings, and data or Seller's warranties (express and implied). If ORBIS rejects any of the Work upon receipt or refuses acceptance according to any of the reasons stated in the previous sentence, at ORBIS' sole option, (a) ORBIS may, after expiration of a reasonable period to Seller to remedy the respective breach or failure, unless the setting of such period is not necessary according to Section 21, cancel the applicable Purchase Order without charge or expense to ORBIS, Seller shall reimburse ORBIS for any amounts paid by ORBIS on account of the purchase price of such rejected Work, and Seller shall immediately reimburse ORBIS for any damages incurred by ORBIS in connection with Seller's provision of such defective Work, or (b) Seller shall immediately replace all rejected goods at no extra cost to ORBIS (including but not limited to any costs for removal and re-installation), re-

perform any rejected services in a manner acceptable to ORBIS, and reimburse ORBIS for any damages incurred by ORBIS in connection with Seller's provision of such defective Work. Seller acknowledges that payment by ORBIS will not constitute acceptance of the Work nor impair ORBIS' right to inspect the Work or invoke any of its remedies provided hereunder. Seller will bear all risk of loss and will be responsible for any and all loss or damage to the Work until delivery or, if applicable, ORBIS' acceptance of the Work, at which point title to the Work will pass to ORBIS. Goods rejected or not accepted will be held or returned to Seller at Seller's risk and expense. All remedies specified herein shall be cumulative and in addition to all other or future remedies provided in these Terms and at statutory. ORBIS may inspect during regular business hours Seller's facilities where the Work is made or performed. If any of the Work contains Level 1 Items (as defined below in this Section), Seller shall provide a certificate of analysis showing that each item meets the requirements of the raw material specifications communicated by ORBIS to Seller. If ORBIS does not communicate raw material specifications to Seller, Seller shall provide a certificate of compliance to name brand or product identification or certificate of calibration. "**Level 1 Items**" include, without limitation, (a) resin (all grades and types, other than regrind), (b) colorants (liquid and concentrate), (c) sheet (thermoforming), (d) foam (interiors), (e) plastic corrugated (interiors), (f) other discretionary items added by Seller's quality assurance department due to the nature of the material to the product or process, (g) calibrated instruments, (h) components that become part of the product and are shipped to the customer, and (i) finished goods manufactured at non-ORBIS facilities (contract molded).

7. **Changes; Time for Performance; Termination.** ORBIS may, at any time, at the latest, however, 30 days before delivery or performance of the Work, make changes in quantities, specifications, delivery destinations and schedules, and methods of shipping and packing, unless this unreasonably and negatively affects the Seller. If such changes cause an increase or decrease in prices or in time required for performance, Seller shall notify ORBIS thereof within five (5) days of receipt of such change by Seller, and an equitable adjustment will be agreed. Seller may not modify this Agreement or change the materials or methods of manufacture Seller uses to complete the Work without the prior written consent of ORBIS. Such changes will not be binding on ORBIS unless evidenced by a change order issued and signed by ORBIS. Time is of the essence and ORBIS may, in addition to all other remedies available to it, cancel a Purchase Order and this Agreement in whole or in part, without liability, if deliveries are not made at the time and in the quantities specified or in the event of any other breach or failure of these Terms, after expiration of a reasonable period to Seller to deliver the Work or to remedy the respective breach or failure, if the setting of such period is required by statutory law. ORBIS' acceptance of any of the Work before or after the specified delivery date will not operate as a waiver of any of ORBIS' rights, including its rights to damages for such early or late delivery. In the event of a late shipment, ORBIS may require Seller to ship the Work via premium freight, at Seller's sole cost and expense. Any provision in a Purchase Order providing for the performance or delivery of the Work in installments will not be construed as making the obligations of Seller severable. At any time, at the latest, however, 30 days before delivery or performance of the Work, ORBIS may terminate a Purchase Order or this Agreement in whole or in part, for any reason or no reason (including, without limitation, the commencement of any reorganization or proceeding involving Seller based on actual or alleged insolvency), without liability, by notice to Seller. When Seller receives such notice, Seller shall take any necessary action to protect the property in Seller's possession in which ORBIS has or may acquire an interest, and, to the extent specified in the notice, Seller shall stop work and the placement of subcontracts under this Agreement and shall terminate work under subcontracts outstanding hereunder. Under no circumstances will ORBIS have any liability to Seller relating to standard, non-custom goods that were not shipped by Seller prior to ORBIS' termination of the applicable Purchase Order, unless Seller proves such goods cannot be used for other customers or projects with reasonable efforts in which case the next sentence applies by way of analogy. If the Work includes any custom goods manufactured to ORBIS' specifications, Seller is entitled to request payment of Seller's actual, unavoidable costs incurred in the manufacturing of such

goods. Such payment claim must be submitted to ORBIS within sixty (60) days after the effective date of the termination. In the event ORBIS accepts and pays any such claim, title to any materials and completed or uncompleted Work that is so paid for will immediately pass to ORBIS, and Seller will deliver such materials and Work to ORBIS at Seller's expense. Under no circumstances will ORBIS be liable for any general, special, indirect, incidental, consequential or punitive damages, or for any attorneys' fees, arising out of or relating to a termination as set out in this paragraph. Any statutory termination rights of ORBIS shall not be affected by this Agreement.

8. **Corrections.** Clerical and stenographic errors are subject to correction by ORBIS.

9. **Hazardous Materials and Compliance.** The Seller warrants that the Works comply with the statutory regulations, in particular, the Belgian Product Safety Act, the provisions on CE marking, the regional regulation on waste electrical and electronic equipment, the Royal Decree of 17 March 2013 on the Prevention of the Hazardous Substances in Electrical and Electronic Equipment and Directives 2011/65/EU (RoHS) and 2002/96/EG (WEEE). Furthermore, the Seller warrants that the Works comply with the provisions of Regulation 1907/2006 concerning the Registration, Assessment, Authorization and Restriction of Chemicals (REACH). This also applies if the Seller is not established in the EU, in which case it will appoint a person established in the EU to fulfil, as its only representative, the obligations on importers. To the extent necessary under the provisions of the REACH Regulation, the substances contained in the Works of the Seller shall be pre-registered or registered. The Seller shall comply with all and any obligations applicable under the REACH Regulation, in particular, provide any safety data sheets and information required under the REACH Regulation without being requested to do so. The Seller must establish and maintain a documented quality assurance system, suitable in scope and nature, which corresponds to the latest state of the art technology. It must prepare records, especially with respect to quality reviews, and provide ORBIS with these records without delay at our request. The Seller must be and remain holder of an ISO 9001 Certification to be renewed on a regular basis and provide ORBIS with proof of this at ORBIS' request. The Seller will ensure that it is always possible to trace the Works. Furthermore, it will take suitable measures enabling it, upon occurrence of a defect in any of its Works, to determine without delay which other Works may be affected

10. **Certain Seller Changes.** Seller shall not make any changes to the components, composition, processes, or material sources of supply with respect to any of the Work without first obtaining ORBIS' prior written consent. Seller shall notify ORBIS of any such change prior to shipping or performing any affected Work to or for ORBIS.

11. **Notice of Delay.** Whenever any occurrence or event affecting Seller or its subcontractors or suppliers delays or threatens to delay the timely performance of this Agreement, Seller shall immediately give written notice thereof to ORBIS. Seller is responsible for the subcontractors or suppliers Seller instructs.

12. **Excuse From Performance.** ORBIS will be excused from performance under this Agreement if performance is rendered impracticable by any accident, breakdown, riot, war, delay, labor or transportation problem, act of God, or other causes or conditions, whether of like or different nature, that are beyond ORBIS' reasonable control. In the event of Seller's delay or failure to perform, in addition to all other remedies available, in particular those set out in Section 7 of these Terms, ORBIS may at its option (a) require Seller to procure the Work from other sources or (b) procure some or all of the Work itself from other sources, at Seller's expense, unless the Seller has not caused the event by its fault.

13. **Certificates of Origin.** Upon ORBIS' request, Seller shall promptly provide ORBIS with all certificates of origin or domestic value-added, and all other information related to the costs and places of origin of the Work and the materials contained in the Work or used in the performance of the Work, as may be required by ORBIS to comply fully with all customs, tariffs, and other applicable governmental regulations.

14. **Setoff.** ORBIS may set off any amount due from Seller, whether or not under a Purchase Order or this Agreement, against any amount due Seller hereunder. Seller may not set off any amount due from ORBIS, whether or not under this Agreement, against any amount due ORBIS hereunder without ORBIS' prior written consent, unless the counterclaim is undisputed or established as final and absolute.

15. **ORBIS-Furnished Property.** ORBIS has no obligation to furnish any material, tooling, drawings, designs, and other property or data ("**ORBIS-Furnished Property**"), and Seller is solely responsible for obtaining and maintaining the tools and equipment necessary for the fulfillment of its obligations hereunder, including all repair and replacement costs associated therewith. If ORBIS furnishes any ORBIS-Furnished Property to Seller, Seller shall not disclose to any third party, or use, reproduce, or appropriate ORBIS-Furnished Property, nor will Seller use the same to produce, manufacture or provide more of the Work than is required hereunder. All ORBIS-Furnished Property is being provided for use on an "as-is" basis, and ORBIS makes no representations or warranties with respect thereto, whether express or implied. Title to ORBIS-Furnished Property will remain with ORBIS at all times. If ORBIS-Furnished Property is processed or altered by the Seller, such processing will always be carried out for ORBIS as manufacturer in ORBIS' name and for ORBIS' account and ORBIS will directly acquire title or – if processing or altering makes use of materials belonging to two or more owners or if the value of the newly created item is higher than the value of the ORBIS-Furnished Property – joint title (*pro rata* co-title) in the newly created item commensurate with the ratio of the value of the ORBIS-Furnished Property to the value of this newly created item. If ORBIS-Furnished Property is combined or mixed or mingled within the meaning of article 573 (2) of the Belgian Civil Code with other items not belonging to ORBIS, ORBIS will acquire joint title or – if the ORBIS-Furnished Property is to be regarded as the main item – sole title (Article 574 of the Belgian Civil Code) in the newly created item in accordance with the statutory provisions. The Seller must mark ORBIS-Furnished Property as ORBIS' property and keep them for ORBIS with due care and free of charge. The Seller must insure ORBIS-Furnished Property against damage and loss (fire, water damage and theft) at market value and provide evidence of this at ORBIS' request by submitting the insurance documents. The Seller must carry out any servicing, inspection, maintenance and repair work possibly required in due time. Seller will bear the risk of loss or damage to all ORBIS-Furnished Property unless insofar such loss or damage is caused by ORBIS' fault. All ORBIS-Furnished Property, together with spoiled and surplus materials, must be returned to ORBIS at termination or completion of this Agreement or upon ORBIS' demand, whichever occurs first, unless ORBIS otherwise directs. All designs, sketches, patterns, tools, equipment, special appliances, software, plans, documents, models, interfaces, data, and configurations ("**Equipment**") paid for directly or indirectly (including as part of the purchase price, whether or not specifically itemized) by ORBIS are ORBIS-Furnished Property and subject to the terms of this Section. Any Equipment purchased, furnished, or used by Seller in its performance of its obligations under this Agreement that does not become ORBIS-Furnished Property under this Section is subject to ORBIS' option, at any time and from time to time, to purchase from Seller some or all of such Equipment, and upon the exercise of such option ORBIS will become the owner and entitled to possession of the same. The purchase price for such Equipment may not exceed to the initial cost of such Equipment less any accumulated depreciation. Seller shall not sell or otherwise dispose of any such Equipment without the prior written consent of ORBIS.

16. **Intellectual Property License.** To the extent not ORBIS-Furnished Property, Seller hereby grants to ORBIS an irrevocable, non-exclusive, unlimited in time, fully transferable, sublicensable, fully paid-up, royalty-free license to make, have made, use and sell any invention, improvement, or discovery (whether or not patentable) that Seller conceives, develops, or first actually reduces to practice in the course of performing a Purchase Order. Seller will perform all acts necessary to safeguard that all rights in inventions and/or alike of its employees rest with Seller.

17. **Trademarks.** ORBIS warrants that all of the trademarks ORBIS requests Seller to affix to the Work are owned or authorized for use by ORBIS. Seller will not acquire and shall not claim any rights, title, or interest in or use any such trademarks on any articles produced for or provided to anyone other than ORBIS. Any goods included in the Work that are peculiar to ORBIS' design, either as an assembly or component part of any assembly, as well as any Work bearing any trademark or identification mark of ORBIS, may not bear any trademark or other designation of Seller or a third party.

18. **Compliance with Laws.** Seller shall comply with all applicable federal, state and local laws, regulations, orders, and ordinances, in particular those set out in Section 9 of these Terms. This includes, without limitation, the requirement that Seller certify in writing that the Work was produced or performed in compliance with, and meets, all applicable requirements and standards of the Fair Labor Standards Act and the regulations and orders of the United States Department of Labor issued thereunder, the Occupational Health and Safety Act, and applicable affirmative action laws. The Seller will at all times comply with the Belgian regulation on Minimum Wage and hold harmless ORBIS of all claims and damage which result from the Seller not complying with the Belgian regulation on Minimum Wage . Seller represents and warrants that Seller is and will at all times remain in compliance with all laws administered by the U.S. Treasury Office of Foreign Assets Control or any other competent governmental entity imposing economic sanctions and trade embargoes ("*Economic Sanctions Laws*") against designated countries, entities, and persons (each an "*Embargoed Target*"). Seller is not an Embargoed Target or subject to any Economic Sanctions Law, and Seller shall not (a) directly or indirectly export, re-export, transship or otherwise deliver any goods, including goods included within the Work, to an Embargoed Target or (b) broker, finance or otherwise facilitate any transaction in violation of any Economic Sanctions Law.

19. **Confidentiality.** If Seller and ORBIS are parties to a confidentiality and/or non-disclosure agreement, the terms of such agreement are incorporated herein by this reference and will control the disclosure of any confidential or proprietary information. If Seller and ORBIS are not parties to such an agreement, the parties agree that all non-public, confidential or proprietary information of ORBIS and ORBIS' affiliates, customers, and suppliers, including without limitation specifications, samples, patterns, designs, plans, drawings, documents, data, business operations, customer lists, pricing, discounts, or rebates, disclosed by ORBIS to Seller, whether disclosed orally or disclosed or accessed in written, electronic, or other form or media, and whether or not marked, designated, or otherwise identified as "confidential," in connection with this Agreement is confidential, solely for the use of performing the applicable Purchase Order, and may not be disclosed or copied unless authorized by ORBIS in writing. Upon ORBIS' request, Seller shall promptly return all documents and other materials received from ORBIS. ORBIS is entitled to injunctive relief and/or claim damages for any violation of this Section without the necessity of proving damages or posting bond. This Section does not apply to information that is lawfully obtained by Seller on a non-confidential basis from a third party without confidentiality obligations in regards to such information. Seller shall not disclose or use ORBIS' name in any general advertising, nor disclose that ORBIS is a client of Seller, without ORBIS' prior written consent.

20. **Insurance.** Seller will maintain at its own expense adequate insurance, covering all risks arising from product liability risks, including product recall, and business operational risks and provide ORBIS with proof thereof upon request. The insurance must at least provide the following coverage: At least EUR 10 million per physical injury or property damage and at least EUR 10 million per recall event.

21. **Warranty and Warranty Rights.** In addition to all warranties prescribed by law and elsewhere in these Terms, Seller specifically represents and warrants that: (a) the Work will conform strictly to all descriptions (whether oral or written, including on Seller's website or catalog), drawings, samples, and any applicable specifications provided or accepted by or available to ORBIS; (b) the Work will be of good merchantable quality and fit for the known purposes for which it is sold, provided that Seller will have the burden of proving that Seller was unaware of ORBIS' intended purpose and, absent such proof, Seller will be deemed to have known ORBIS' intent to use the Work in the manner ORBIS actually uses the Work; (c) the Work will be free from defects in design, materials, and workmanship; (d) the Work will be free and clear of all liens, encumbrances, and rights of third parties; (e) Seller will have good and marketable title to all goods included in the Work prior to delivering the Work to ORBIS; (f) all goods included in the Work will be new and not contain any reconditioned parts or materials, except to the extent specifically agreed to by ORBIS in writing prior to delivery of the Work; (g) each of Seller's employees, agents, or representatives assigned to provide services under this Agreement will have the proper skill, training, and background to perform such services in a competent and professional manner; (h) all services included in the Work will be performed in a timely, workmanlike, competent, and professional manner and in accordance with the highest industry standards and practices; (i) the Work will comply with all applicable federal, state and local laws, regulations, orders, and ordinances; and (j) the Work and ORBIS' authorized use thereof will not infringe or misappropriate or contribute to the infringement or misappropriation of any patents, copyrights, trademarks, trade names, other intellectual property, or other proprietary rights. Seller's warranties under this Agreement are cumulative and in addition to any other warranty provided by law or equity. In the event the Work does not comply with a warranty (either a warranty provided for by the applicable law or according to the stipulations above in this Section), the Work is defective. In the event of a defective Work, ORBIS is entitled to the rights and remedies set out in the applicable statutory law, subject to the amendments set out in the following of this Section. Upon rejection or refusal of acceptance within the meaning of Section 6, the rights and remedies as set out in Section 6 apply. Otherwise, ORBIS may, at its discretion, demand either subsequent fulfilment by remedy of the defect (improvement) or by delivery of a defect-free product (replacement delivery). If the Seller does not satisfy this obligation of subsequent fulfilment within a reasonable period, ORBIS may remedy the defect itself and request reimbursement of the expenses necessary for this purpose or a corresponding advance payment from the Seller. If the subsequent fulfilment by the Supplier has failed or ORBIS cannot reasonably be expected to accept it owing to special circumstances (e.g. owing to special urgency, danger to operational safety or impending occurrence of disproportionately great losses), it will not be necessary to set a reasonable period (if at all necessary under the applicable statutory law); ORBIS will inform the Supplier of such circumstances without delay, if possible before ORBIS remedies the defect itself. As part of subsequent fulfilment, the Seller will bear all costs of removal of defective Works of all products which contain defective Works and re-installation of defect-free Works to such products, including the associated costs of transportation. The warranty period is 36 months from delivery or, if applicable, acceptance. Any limitations of Seller's warranty and liability are not accepted.

22. **Indemnification and Liability.** Seller shall defend, indemnify, and hold ORBIS, its affiliates, and its and their respective directors, officers, employees, representatives, agents, direct or indirect customers and users, successors, and assigns harmless against any claims, demands, actions, proceedings, liabilities, losses, or expenses whatsoever, including all attorneys' fees, arising from or related to any of the following liability events (a) defect in the Work, (b) failure to comply with specifications in a

Purchase Order or with the express and implied warranties of Seller, or any of the terms of this Agreement, (c) act or omission of Seller related to the provision, sale or use of the Work, (d) violation by the Work, or in its provision, manufacture or sale, of any statute, ordinance or administrative order, rule, regulation, or ordinance, or (e) infringement by any Work of any patent, trademark, or other trade designation, trade secret, copyright, or other intellectual property right, which right was in effect at the time Seller received or, if applicable, accepted the applicable Purchase Order, unless Seller proves that the liability event was not caused by its fault. ORBIS' rights and Seller's obligations under this Section shall in no way limit any of ORBIS' statutory rights against Seller under any legal theory, including under any tort or contract law theory. Seller is responsible for the subcontractors or suppliers Seller instructs. If any claim, demand, action, or proceeding is commenced against ORBIS by reason of any of the above matters, ORBIS shall give Seller notice thereof in writing; provided, however, that any failure by ORBIS to give such notice will only relieve Seller of liability if and only to the extent that Seller is directly and materially prejudiced thereby.

23. **Independent Contractor.** The relationship between the parties is that of independent contractors. Nothing contained in this Agreement will be construed as creating any agency, partnership, joint venture or other form of joint enterprise, employment, or fiduciary relationship between the parties, and neither party shall have authority to contract for or bind the other party in any manner whatsoever.

24. **Solicitation of Personnel.** For so long as there is any Purchase Order in effect between ORBIS and Seller and for twelve (12) months thereafter, Seller shall not solicit for employment any employee or contractor of ORBIS. ORBIS is not to be restricted from soliciting any employee, contractor, or customer of Seller.

25. **Notices.** Any notice relating to this Agreement must be in writing.

26. **Assignment; Delegation.** Seller may not assign, whether voluntarily or involuntarily, by merger, consolidation, dissolution, change of control, or otherwise, this Agreement or any of Seller's rights hereunder, nor delegate any of Seller's obligations under this Agreement, without ORBIS' written consent. Any purported assignment or delegation in violation of this Section will be void. ORBIS may assign this Agreement and any of ORBIS' rights hereunder and delegate any of ORBIS' obligations under this Agreement. If ORBIS assigns this Agreement or delegates any obligations under this Agreement (whether in whole or in part), Seller shall, as it relates to such part that was assigned or delegated, release ORBIS from all liability under this Agreement and hold the assignee solely responsible for performance of all such obligations.

27. **Reservation of Rights; Waiver; Severability.** ORBIS explicitly reserves its rights to all remedies available to it under applicable law, including, without limitation, all rights to indirect, incidental and consequential damages. The failure of ORBIS to insist upon performance of any term or condition contained in this Agreement will not be considered a continuing waiver of such term or condition, or any other term or condition, or any of ORBIS' rights. In addition, if any term in this Agreement is held by a court of competent jurisdiction to be invalid, illegal, or unenforceable, such determination will not affect the remainder of this Agreement, which will remain in full force and effect, and, to the extent permitted and possible, the invalid or unenforceable term shall be deemed replaced by a term that is valid and enforceable and that comes closest to expressing the intention of such invalid or unenforceable term.



28. **No Third Party Beneficiaries.** This Agreement solely benefits the parties hereto and their respective successors and permitted assigns, and nothing herein, express or implied, is intended to or will confer upon any other person or entity any legal or equitable right, benefit, or remedy of any nature whatsoever under or by reason of these Terms.

29. **Applicable Law.** The validity, construction, and enforcement of this Agreement is governed by and interpreted under the laws of Belgium. The United Nations Convention on Contracts for the International Sales of Goods (CISG) does not apply to this Agreement. In the event of a dispute involving this Agreement, any legal proceeding must be heard and determined exclusively at the courts with jurisdiction at ORBIS' registered place of business. ORBIS may also bring legal proceedings against the Seller at the latter's registered place of jurisdiction.

30. **Survival.** The parties' rights and obligations, which by their nature would continue beyond the expiration or termination of this Agreement, including but not limited to those regarding indemnification, insurance, compliance with laws, warranties, confidentiality, and non-solicitation of employees, survive any termination or expiration of this Agreement.