

# PROFESSIONAL INDEMNITY

## INSURANCE POLICY

Quanta 



## **About Insurance Australia Limited t/as CGU Insurance**

Insurance Australia Limited ABN 11 000 016 722 AFSL 227681 trading as CGU Insurance, is the insurer of this policy. Insurance Australia Limited is one of Australia's largest intermediary-based general insurers and backed by IAG. We are proud of our 160-year history of providing insurance to Australians.

## **About Quanta Insurance Group**

Quanta Insurance Group Pty Ltd ACN 118 886 927 AFSL 302520, arranges this policy as an agent of CGU Insurance pursuant to a written binding authority provided by CGU Insurance. It is important for the Insured to understand that Quanta is not itself the Insurer for the purpose of this Policy or at all.

# Contents

<b>Important information</b>	<b>1</b>	<b>Section 5 Optional extensions</b>	<b>6</b>
How CGU protects your privacy	1	5.1 Cyber cover extension	6
General Insurance Code of Practice	1	5.2 Employment practices liability cover	12
Our service commitment	1	5.3 Fidelity cover optional extension	14
Intermediary remuneration	1		
Interest on unallocated premium	1	<b>Section 6 Limits to the amount of cover</b>	<b>15</b>
<b>Section 1 How to read this insurance policy</b>	<b>2</b>	6.1 The policy limit	15
1.1 Words with special meanings	2	6.2 Reinstatement of the policy limit	15
1.2 Policy interpretation	2	6.3 Cover for claim investigation costs if the policy limit is exceeded	15
1.3 Paragraph headings	2	6.4 Limit if multiple persons and/or entities are covered	15
<b>Section 2 The insurance contract</b>	<b>2</b>	6.5 Specific cover limits	16
2.1 Payment of the premium	2	6.6 The excess	16
2.2 Proposal	2	6.7 GST Input Tax Credits	16
2.3 Period of insurance	2	<b>Section 7 What is not covered</b>	<b>16</b>
<b>Section 3 The cover we provide</b>	<b>2</b>	7.1 Known claims and known circumstances	16
3.1 Civil liability cover	2	7.2 Foreign jurisdictions	16
3.2 Examples of what we cover	2	7.3 Assumed duty or obligation	17
3.3 Claim investigation costs	2	7.4 Related parties	17
<b>Section 4 Policy extensions</b>	<b>3</b>	7.5 Refund of professional fees and trading debts	17
4.1 Advancement of claims investigation costs	3	7.6 Profit	17
4.2 Enquiries cover	3	7.7 Insolvency	17
4.3 Continuous cover	3	7.8 Goods and workmanship	17
4.4 Court attendance costs	3	7.9 Employers' liability, directors' and officers' liability, occupiers' liability, motor, marine	17
4.5 Lost documents	3	7.10 Punitive and exemplary damages, fines and penalties	17
4.6 Compensatory civil penalties	4	7.11 Intentional damage	18
4.7 Run-off cover for the policyholder	4	7.12 Deregistration	18
4.8 Public relations cover	4	7.13 Asbestos	18
4.9 Extended notification period	4	7.14 Nuclear or radioactive materials	18
4.10 Vicarious liability for agents or consultants	5	7.15 War and civil war	18
4.11 Principal's previous business	5	7.16 Terrorism	18
4.12 Prior corporate entities	5	7.17 Pollution	18
4.13 Merged and/or newly acquired subsidiaries	5	7.18 UN sanctions	18
4.14 Former subsidiaries run-off cover	5		
4.15 Cover to spouse, estates and legal representatives	5		
4.16 Joint venture	5		
4.17 Loss mitigation	5		
4.18 Fraud & dishonesty	6		
4.19 Misleading or deceptive conduct	6		
4.20 Breach of warranty of authority	6		
4.21 Interested party	6		

<b>Section 8</b>	<b>General terms and conditions</b>	<b>18</b>	<b>Section 9</b>	<b>Words with special meanings</b>	<b>21</b>
	Investigation, defence and settlement of claims	18	9.1	Civil liability	21
8.1	We must be told about claims	18	9.2	Claim	21
8.2	Claims co-operation	18	9.3	Claim Investigation costs	21
8.3	We can protect our position	18	9.4	Cover	21
8.4	Disclosure of information to us in respect of cover	18	9.5	Covered claim	21
8.5	We can manage the covered claim	19	9.6	Covered matters	21
8.6	An insured must not admit liability for or settle any covered claim	19	9.7	Documents	21
8.7	Policyholder's right to contest	19	9.8	Employee	21
8.8	Senior counsel	19	9.9	Enquiry	22
8.9	Payments to settle potential claims	19	9.10	Excess	22
8.10	Recovering money from employees	19	9.11	Former principal	22
8.11	Offsetting of costs and expenses	19	9.12	Insured	22
8.12	Loss prevention	19	9.13	Intellectual property	22
8.13	Other insurance which may cover the risk	20	9.14	Interested Party	22
8.14	Severability and non-imputation	20	9.15	Joint venture	22
8.15	Allocation	20	9.16	Known circumstance	22
8.16	Payment in Australian dollars in Australia	20	9.17	Lost	22
	Other matters	20	9.18	Period of insurance	22
8.17	Material change in the risk	20	9.19	Policy	22
8.18	Authority to accept notices and to give instructions	20	9.20	Policy limit	22
8.19	Law of the policy	20	9.21	Policyholder	22
8.20	Territory covered by this policy	20	9.22	Pollutants	23
8.21	Schedule must be included	21	9.23	Premium	23
	Cancelling the policy	21	9.24	Principal	23
8.22	The policyholder can cancel the policy	21	9.25	Professional services	23
8.23	We can cancel the policy	21	9.26	Proposal	23
8.24	Refund of premium	21	9.27	Publicity campaign	23
			9.28	Run-Off event	23
			9.29	Schedule	23
			9.30	Specific cover limits	23
			9.31	Subsidiary	23
			9.32	Terrorism	23
			9.33	Uncovered matters	23
			9.34	We or us or our	23

# Important information

## How CGU protects your privacy

We use information provided by Our customers to allow Us to offer Our products and services. This means We may need to collect your personal information, and sometimes sensitive information about you as well (for example, health information for travel insurance). We will collect this information directly from you where possible, but there may be occasions when We collect this information from someone else.

We will only use your information for the purposes for which it was collected, other related purposes and as permitted or required by law. You may choose not to give Us your information, but this may affect Our ability to provide you with insurance cover.

We may share this information with companies within Our group, government and law enforcement bodies if required by law and others who provide services to Us or on Our behalf, some of which may be located outside of Australia.

For more details on how We collect, store, use and disclose your information, please read Our Privacy Policy located at [www.cgu.com.au/privacy](http://www.cgu.com.au/privacy). Alternatively, contact Us at [privacy@cgu.com.au](mailto:privacy@cgu.com.au) or 13 15 32 and We will send you a copy. We recommend that you obtain a copy of this policy and read it carefully.

By applying for, using or renewing any of Our products or services, or providing Us with your information, you agree to this information being collected, held, used and disclosed as set out in this policy.

Our Privacy Policy also contains information about how you can access and seek correction of your information, complain about a breach of the privacy law, and how We will deal with your complaint.

## General Insurance Code of Practice

We proudly support the General Insurance Code of Practice. The purpose of the Code is to raise standards of practice and service in the general insurance industry.

### **The objectives of the Code are:**

- to commit Us to high standards of service;
- to promote better, more informed relations between insurers and their customers;
- to maintain and promote trust and confidence in the general insurance industry;
- to provide fair and better mechanisms for the resolution of complaints and disputes between insurers and their customers; and
- to promote continuous improvement of the general insurance industry through education and training.

We have adopted and support the Code and are committed to complying with it. Please contact Us if you would like more information about the Code.

## Our service commitment

We are proud of Our service standards and We support the General Insurance Code of Practice. In the event that you are not satisfied with the way in which We have dealt with you, as part of Our commitment to customer service, We have an internal dispute resolution process in place to deal with any complaint you may have.

Please contact your nearest CGU Insurance office if you have a complaint, including if you are not satisfied with any of the following:

- one of Our products
- Our service
- the service of Our authorised representatives, loss adjusters or investigators; or
- Our decision on your claim.

Our staff will help you in any way they can. If they are unable to satisfy your concerns, they will refer the matter to their supervisor or manager. If the manager cannot resolve the matter, the manager will escalate the matter to Our Internal Dispute Resolution Department.

Further information about Our complaint and dispute resolution procedures is available by contacting Us.

## Intermediary remuneration

We pay remuneration to insurance intermediaries when We issue, renew or vary a policy the intermediary has arranged or referred to Us. The type and amount of remuneration varies and may include commission and other payments. If you require more information about remuneration We may pay your intermediary, you should ask your intermediary.

## Interest on unallocated premium

If We are unable to issue your insurance when We receive your application, We are required to hold your premium in a trust account on your behalf until your insurance can be issued.

We will retain any interest payable by Our bank to meet, among other things, bank fees and other bank costs We incur in operating the account.

# Section 1

## How to read this insurance policy

### 1.1 Words with special meanings

Some of the words in this insurance **Policy** have special meanings. These meanings can be found in Section 9 of the **Policy** ('Words with special meanings'). If a word has a special meaning, it appears in this **Policy** in bold type and with a capital letter. These words may appear without bold type in endorsements in the **Schedule**.

### 1.2 Policy interpretation

Except where the context otherwise requires it:

- a) the singular includes the plural and the plural includes the singular.
- b) if a word or phrase is defined, its other grammatical forms have a corresponding meaning.
- c) words importing a gender include every other gender.

### 1.3 Paragraph headings

The paragraph headings in this **Policy** are included for the purpose of reference only and do not form part of this **Policy** for interpretation purposes.

# Section 2

## The insurance contract

### 2.1 Payment of the premium

**We** agree to provide the **Cover** described in this **Policy** upon full payment of the **Premium**. If full payment of the **Premium** is not made, there is no **Cover**.

### 2.2 Proposal

Before this **Policy** came into effect, **We** were provided with information by or on behalf of the **Insured**, in the **Proposal**, and perhaps in other ways. **We** have relied on this information to decide whether to enter into this contract and on what terms. If any of that information is wrong or false, it may affect entitlement to **Cover** under this **Policy**.

### 2.3 Period of insurance

This **Policy** is in force for the **Period of Insurance**.

# Section 3

## The cover we provide

The provisions of Section 3 apply to all Sections of this **Policy**, unless otherwise stated to the contrary.

### 3.1 Civil liability cover

**We Cover** the **Insured** up to the **Policy Limit** (see Section 6) in respect of **Claims** for **Civil Liability** to any third party incurred in the provision of the **Professional Services** and which:

- a) are first made against the **Insured** during the **Period of Insurance**; and
- b) **We** are told about in writing as soon as reasonably possible during the **Period of Insurance**; and
- c) arise from an act, error or omission on or after the 'Retroactive Date' as stated in the **Schedule**.

### 3.2 Examples of what we cover

By way of example, the **Civil Liability We Cover** in Section 3.1 includes (but is not limited to) the following types of **Civil Liability Claims**:

- a) breach of duty (including a fiduciary duty).
- b) breach of privacy or confidentiality.
- c) defamation.
- d) loss of or damage to **Documents** which were in the **Insured's** physical custody or control or for which the **Insured** is legally responsible for, at the time of loss or damage (to the full **Policy limit**).
- e) infringement of **Intellectual Property**.

### 3.3 Claim investigation costs

- a) In respect of **Covered Claims**, subject to Sections 3.3 b) and 6.3, **We** also pay in addition to the **Policy Limit** (but only up to an amount equal to the **Policy Limit**) **Claim Investigation Costs**.
- b) In respect of **Covered Claims**:
  - i. first brought in a court outside Australia or New Zealand; or
  - ii. brought in a court within Australia or New Zealand to enforce a judgment handed down in a court outside Australia or New Zealand; or
  - iii. where the proper law of a country other than Australia or New Zealand is applied to any of the issues in any **Claim** or **Covered Claim Covered** by this **Policy**,

the **Policy Limit** is inclusive of **Claim Investigation Costs**.



- c) **We** will pay **Claim Investigation Costs** as and when they are incurred prior to final resolution of the **Claim**, however, **We** will only pay such costs if either:
  - i. **We** incur them; or
  - ii. the **Policyholder** incurs them after first obtaining **Our** prior written consent (which shall not be unreasonably delayed or withheld) and the costs and expenses are reasonable and necessary.
- d) **We** are not obligated to defend, or to continue to defend, any **Claim** (or **Covered Claim**) or to pay, or continue to pay, any costs or expenses associated with such defence, once the **Policy Limit** has been exhausted.

### 4.3 Continuous cover

- a) **We Cover** the **Insured**, for any **Claim** or **Enquiry** otherwise **Covered** by this **Policy**, arising from a **Known Circumstance** (notwithstanding Section 7.1 of this **Policy**) if:
  - i. there has been no fraudulent non-disclosure or fraudulent misrepresentation in respect of such **Known Circumstance**; and
  - ii. **We** were the professional liability insurer of the **Policyholder** when an **Insured** first knew of such **Known Circumstance**; and
  - iii. **We** continued without interruption to be the **Policyholder's** professional liability insurer until this **Policy** came into effect; and
  - iv. had **We** been notified of the **Known Circumstance** when the **Insured** first knew of it, the **Insured** would have been covered in respect of the policy in force at that time and the **Insured** would (but for Section 7.1 of this **Policy**) otherwise be **Covered** under this **Policy**; and
  - v. the **Known Circumstance** has not previously been notified to **Us** or to any other insurer.
- b) If the **Insured** was entitled to have given notice of the **Known Circumstance** under any other policy of insurance with any other insurer, then this Extension does not apply to provide **Cover** under this **Policy**.
- c) **Our** liability under this Extension is reduced to the extent of any prejudice **We** suffer as a result of any delayed notification of the **Known Circumstance** to **Us**.
- d) The **Policy Limit** of the **Cover We** provide under this Extension is the lesser available under the terms of the policy in force at the earlier time referred to in paragraph a) iv. above, or under this **Policy**. The terms of this **Policy** otherwise apply.

### 4.4 Court attendance costs

- a) **We** will pay to the **Policyholder** \$500 per day as part of **Claims Investigations Costs** in respect of any **Principal** or **Employee** who is legally required to attend at Court for the purposes of giving evidence as a witness in connection with a **Covered Claim**.
- b) No **Excess** shall apply to this Extension.

### 4.5 Lost documents

- a) Where **Cover** is not otherwise provided under Section 3.1 of the **Policy**, **We** will pay the reasonable and necessary costs and expenses of replacing or restoring a third party's **Documents**:
  - i. for which an **Insured** is legally responsible; and
  - ii. that have been **Lost** during the **Period of Insurance**; and
  - iii. where the **Lost Documents** have been the subject of a diligent search by or on behalf of the **Policyholder**; and
  - iv. which **Loss We** are told about in writing as soon as reasonably possible during the **Period of Insurance**.

## Section 4 Policy extensions

Subject to all the terms, conditions and exclusions of the **Policy**, **We** agree to extend **Cover** by the following Extensions. These **Policy** Extensions will not increase the **Policy Limit** unless expressly stated otherwise.

### 4.1 Advancement of claims investigation costs

- a) If **We** elect not to take over and conduct the defence or settlement of any **Claim**, then **We** will pay all **Claims Investigation Costs** provided that:
  - i. **We** have not denied **Cover** under the **Policy** and, if **Cover** is denied, then only up to the point of any denial of **Cover**; and
  - ii. **Our** written consent (which shall not be unreasonably delayed or withheld) is obtained prior to the **Policyholder** incurring such **Claims Investigation Costs**.
- b) The **Insured** on whose behalf or for whose benefit **Claims Investigation Costs** have been paid, shall repay to **Us** all such **Claim Investigation Costs**, in the event and to the extent that:
  - i. an admission is made by the **Insured** or by any person authorised to make such an admission on behalf of the **Insured**, of any of the conduct as set out in Section 7.11; or
  - ii. it is subsequently established, directly or indirectly, by judgment or other final adjudication, that conduct as set out in Section 7.11 occurred.

### 4.2 Enquiries cover

For those **Enquiries** of which the **Insured** first becomes aware and of which **We** are told about in writing as soon as reasonably possible during the **Period of Insurance**, **We Cover** the **Insured** (subject to the **Specific Cover Limit** set out in the **Schedule** for 'Enquiries') for the reasonable and necessary legal costs and expenses incurred with **Our** prior written consent (which shall not be unreasonably delayed or withheld) for the representation of the **Insured** at any **Enquiry**. This **Cover** does not extend to paying the **Insured's** regular or overtime wages, salaries or fees.

If no **Specific Cover Limit** is indicated in the **Schedule** for 'Enquiries', then no **Cover** is provided by this **Policy** for **Enquiries**.

- b) **We** will only pay such costs and expenses if either:
  - i. **We** incur them; or
  - ii. the **Policyholder** incurs them after first obtaining **Our** prior written consent (which shall not be unreasonably delayed or withheld).
- c) **We** shall not be liable for any such costs and expenses arising out of wear, tear and/or gradual deterioration, the activity of insects, pests or vermin, or other matters beyond the **Insured's** control.
- d) The **Specific Cover Limit** for such costs and expenses is \$250,000 any one **Loss** and \$500,000 in the aggregate for all such **Losses**.
- e) Notwithstanding the **Schedule**, the **Excess** applicable to this Extension is \$1,000 for each **Loss**.

#### 4.6 Compensatory civil penalties

- a) Notwithstanding Section 7.10 b), **We Cover Claims** for compensatory civil penalties arising from the provision of **Professional Services**.
- b) However, there is no **Cover** under the **Policy** for any compensatory civil penalty:
  - i. which **We** are legally prohibited from **Covering** the **Insured** against;
  - ii. based upon, attributable to or in consequence of any:
    - 1. wilful, intentional or deliberate failure to comply with any lawful notice, direction, enforcement action or proceeding under any legislation; or
    - 2. gross negligence or recklessness; or
    - 3. in respect of or which constitutes any requirement to pay taxes, rates, duties, levies, charges, fees or any other revenue charge or impost.
- c) The **Specific Cover Limit** for the payment of compensatory civil penalties under the **Policy** shall not exceed \$250,000 in any one **Claim** and \$500,000 the aggregate for all such **Claims**.
- d) Subject to Sections 3.3 and 6.3 **We** also pay, in addition to the **Specific Cover Limit** specified in c) above, **Claim Investigation Costs** (but only up to an amount equal to the **Specific Cover Limit**).

#### 4.7 Run-off cover for the policyholder

In the event that a **Run-Off Event** occurs during the **Period of Insurance**:

- a) the **Cover** provided by this **Policy** with respect to such **Policyholder** shall continue until the expiry date of this **Policy** in respect of any **Claim** otherwise **Covered** by this **Policy** arising from any act, error or omission prior to the date of the **Run-Off Event**.
- b) the **Policyholder** may apply to extend the **Period of Insurance** for run-off cover subject to:
  - i. the provision of a proposal; and
  - ii. **Our** written agreement to provide such extension, which agreement is at **Our** absolute discretion; and
  - iii. the payment of any additional premium required by **Us** (to be paid in full immediately upon expiry of this **Policy**); and

- iv. any additional terms, conditions or exclusions that **We** may impose in respect of such extension;
- c) where **We** agree to do so, and at **Our** absolute discretion, the **Period of Insurance** may be extended up to a maximum of 84 months, as may be determined by **Us**, provided that **Our** total liability under the **Policy** for all **Claims** and **Covered Claims** in the aggregate for the **Period of Insurance** and any extended period pursuant to this Extension, shall not exceed the **Policy Limit**.

In the interests of clarity the **Period of Insurance** shall not, in any circumstances, be for a period in total greater than 84 months from the original inception date of the **Policy**.

#### 4.8 Public relations cover

- a) **We** will pay the reasonable and necessary fees, costs and expenses of a public relations consultant retained by the **Policyholder** with **Our** prior written consent (which shall not be unreasonably delayed or withheld) to design and implement a **Publicity Campaign** approved by **Us**, to prevent or mitigate damage to the reputation of the **Policyholder** in consequence of a **Claim** or **Covered Claim**, arising from the provision of the **Professional Services**.
- b) The **Specific Cover Limit** for the payment of such fees, costs and expenses of a public relations consultant is \$50,000 for any one **Publicity Campaign** and \$100,000 in the aggregate for all **Publicity Campaigns**.
- c) Notwithstanding the **Schedule**, the **Excess** applicable to this Extension is \$1,000 for each and every **Publicity Campaign**.

#### 4.9 Extended notification period

- a) In the event that this **Policy** is not renewed, or is cancelled for any reason other than non-payment of the **Premium**, then the **Policyholder** has until the earlier of the time that the **Policyholder** effects, either with **Us** or any other insurer(s), another insurance policy which covers substantially the same risk as this **Policy**, or a period of 30 days commencing on the day immediately following expiry/cancellation of this **Policy**, whichever is sooner, to notify **Us** of any **Claims** made against the **Insured** during the **Period of Insurance**;
- b) **Cover** under this Extension:
  - i. does not reinstate or increase the **Policy Limit** or extend the **Period of Insurance**; and
  - ii. will only apply to acts, errors or omissions committed or alleged to have been committed by the **Insured** before the earlier of the **Period of Insurance** or the cancellation date of this **Policy**; and
  - iii. is limited to **Claims** and **Covered Claims** arising from an act, error or omission which occurred on or after the 'Retroactive Date' specified in the **Schedule**.



#### 4.10 Vicarious liability for agents or consultants

The provision of the **Professional Services** includes, for the purpose of this **Policy**, acts, errors or omissions of agents or consultants engaged by the **Policyholder** to provide **Professional Services** and for which the **Policyholder** is liable. Subject to the definition of **Employee** in Section 9.8, such agents and consultants, however, are not **Covered** by this **Policy**.

#### 4.11 Principal's previous business

- a) Notwithstanding Section 7.3 e), **We Cover Principals** of the **Policyholder** in respect of:
  - i. **Civil Liability**;
  - ii. arising in their capacity as a principal of a prior professional practice;
  - iii. in respect of **Claims** arising from the provision, on behalf of the prior professional practice, of **Professional Services** of the type **Covered** under this **Policy**.
- b) This **Cover** is only for a maximum of 30 days from the date the principal became a **Principal** of the **Policyholder** (or until the **Policy** expires, if that is sooner).
- c) **We** may, at **Our** absolute discretion, agree to extend this period (subject to additional premium) after receipt of a satisfactory underwriting submission in respect of the prior professional practice.
- d) Notwithstanding the **Schedule**, the Retroactive Date for such **Cover** is unlimited.

#### 4.12 Prior corporate entities

**We Cover** corporate entities, for **Claims** and **Covered Claims** of the type and on the basis specified in this **Policy**, through which the **Policyholder** previously traded, provided that any such corporate entities are still owned and controlled by the **Policyholder**.

#### 4.13 Merged and/or newly acquired subsidiaries

- a) **We Cover** entities (practicing in the same professional discipline as the **Policyholder**) which are merged with or acquired by the **Policyholder** during the **Period of Insurance** in respect of **Claims** arising from the provision of **Professional Services** of substantially the same type as those **Covered** by this **Policy**.
- b) This **Cover** is only for a maximum of 30 days from the date of the merger or acquisition (or until the **Policy** expires if that is sooner).
- c) **We** may, at **Our** absolute discretion, agree to extend this period (subject to additional premium) after receipt of a satisfactory underwriting submission in respect of the merged or acquired entity.
- d) Notwithstanding the **Schedule**, the Retroactive Date for such **Cover** is deemed to be the date of the merger with or acquisition by the **Policyholder** unless **We** otherwise agree in writing.

#### 4.14 Former subsidiaries run-off cover

- a) **We Cover** any former **Subsidiary** of the **Policyholder**, for **Claims** and **Covered Claims** of the type and on the basis specified in this **Policy**, provided that such **Cover** shall only apply in respect of acts, errors or omissions:
  - i. occurring in the provision of **Professional Services**; and
  - ii. which occurred after the 'Retroactive Date' specified in the **Schedule** and prior to the date on which such **Subsidiary** ceased to be a subsidiary of the **Policyholder**.
- b) **We** only provide **Cover** to the former **Subsidiaries** described in this Extension if the persons, firms or incorporated bodies claiming **Cover** each agree in writing within a reasonable time of notification to **Us** of the **Claim** or **Covered Claim**:
  - i. to be bound by this **Policy**; and
  - ii. to be liable individually, and together with the **Policyholder**, for paying the **Excess** (or any other payment due to **Us** under this **Policy**) in respect of any **Cover** provided to them under this **Policy**.

#### 4.15 Cover to spouse, estates and legal representatives

If an **Insured** dies or becomes legally incompetent or insolvent, **We Cover** the spouse, domestic partner, estate, legal representative or assigns of the **Insured**, to the same extent as **Cover** would otherwise have been available to the **Insured**, but only in respect of their vicarious liability for the **Insured's** acts, errors or omissions.

#### 4.16 Joint venture

- a) If the name of the **Joint Venture** is not included in the **Schedule** under 'Joint Ventures', then **We Cover** the **Insured** only for the acts, errors or omissions of the **Insured** arising from the provision of **Professional Services** as otherwise **Covered** by this **Policy**.
- b) If the name of a **Joint Venture** is included in the **Schedule**, under 'Joint Ventures', then **We Cover** the **Insured** for the **Insured's** liability in respect of that **Joint Venture** as otherwise **Covered** by this **Policy**.

#### 4.17 Loss mitigation

- a) **We Cover** the **Policyholder** for the direct costs and expenses incurred by the **Policyholder** with **Our** prior written consent (which shall not be unreasonably withheld or delayed) in taking reasonable and necessary steps to rectify or to mitigate the effects of, any act, error or omission of the **Insured** in the provision of **Professional Services** which is first discovered during the **Period of Insurance**, which **We** consider would otherwise result in a **Claim** where such steps were not taken.
- b) The **Specific Cover Limit** for the payment of such direct costs and expenses is \$100,000 in respect of any one matter and \$200,000 in the aggregate for all such matters

## 4.18 Fraud & dishonesty

- a) Notwithstanding Section 7.11 of the **Policy**, **We Cover** the **Insured** on the basis specified in Section 3 of the **Policy** for the **Insured's** vicarious liability in respect of any **Claim** which arises arising from dishonest, fraudulent, criminal or malicious acts or omissions of any person who is an **Insured** under this **Policy** (but there is no **Cover** for that person for these **Claims**).
- b) When the **Claim** in a) above involves the theft or misappropriation of money, then **We** only provide **Cover** for such **Claim** under this Extension if:
  - i. the **Policyholder** kept a separate trust account for that money, and the account was audited at least annually by a qualified independent accountant; and
  - ii. all cheques and/or payments prepared on that trust account are required to be signed by a **Principal** or two authorised people;
  - iii. all electronic fund transfers are required to be authorised by two authorised people.
- c) In relation to the **Cover** provided in a) above **We** deduct from any money **We** pay for a **Claim** specified in a) above:
  - i. the amount of any money which the **Policyholder** would have paid to the fraudulent, dishonest, criminal or malicious person who is an **Insured**, if they had not been fraudulent, dishonest, criminal or malicious; and
  - ii. the amount of any money of, or to which the person referred to in paragraph a) above is entitled, which the **Policyholder** holds or is otherwise entitled to (if **We** can do so by law).
- d) The **Policyholder** must take all reasonable precautions to prevent any loss and continue to perform all the supervision, controls, checks and audits reasonably practicable to avoid or lessen the likelihood of a **Claim Covered** under this Extension arising.
- e) Notwithstanding a) above, **We** do not provide **Cover** for any **Claims** or **Covered Claims** directly or indirectly based upon, or attributable to, or in consequence of any dishonest, fraudulent, criminal or malicious acts or omissions which the **Policyholder** knew, or ought reasonably to have known of, or suspected or ought reasonably to have suspected, at or prior to the time of such acts or omissions and failed to take any reasonable action to prevent.

## 4.19 Misleading or deceptive conduct

Notwithstanding Section 7.11 of this **Policy**, **We Cover** the **Insured** on the basis specified in Section 3 of the **Policy** in respect of breaches of the misleading & deceptive conduct provisions of Part 2 Part Div 2 of the Australian Securities and Investments Commission Act 2001, the consumer protection provisions of the Competition and Consumer Act 2010 (Cwlth) and corresponding consumer protection provisions of New Zealand and Australian state and territories Fair Trading legislation and any antecedents to any of this legislation (but not for criminal liability in respect of any of these).

## 4.20 Breach of warranty of authority

**We Cover** the **Insured** on the basis specified in Section 3 the **Policy** which arises from a breach of warranty of authority committed, by or on behalf of the **Insured**, in good faith and in the reasonable belief of the person alleged to have committed the breach that appropriate authority was held.

## 4.21 Interested party

- a) **We Cover** an **Interested Party** on the basis specified in Section 3 of the **Policy**, for any vicarious **Civil Liability** to any third party incurred by the **Interested Party** arising solely and directly from the provision of the **Professional Services** by the **Insured** provided that had such **Civil Liability** been incurred directly by the **Insured**, the **Insured** would have been entitled to **Cover** against that liability under this **Policy**.
- b) **We** only provide **Cover** to the **Interested Party** if the **Interested Party** agrees in writing, within a reasonable time of notification of the **Claim** or **Covered Claim** to **Us** to be:
  - i. bound by this **Policy**; and
  - ii. liable individually, and together with the **Insured**, for paying the **Excess** (or any other payment due to **Us** under this **Policy**) in respect of any **Cover** provided to the **Interested Party** under this **Policy**.

# Section 5 Optional extensions

The following are Optional Extensions of cover and are subject to all other provisions of the **Policy** unless otherwise stated to the contrary. If the **Specific Cover Limit** for the relevant Optional Extensions is indicated in the **Schedule** as 'Not Insured', then that Optional Extension is not included in this **Policy**.

## 5.1 Cyber cover extension

### 5.1.1 The cover we provide

#### a) Privacy breach

- i. **We** will pay, on behalf of the **Insured**, all sums which the **Insured** becomes legally obligated to pay (including liability for claimants' costs and expenses) and **Claim Investigation Costs** resulting from any **Claim** first made against the **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance** as a direct result of:

#### 1) Personal information

the breach, by or on behalf of the **Policyholder**, in respect of any natural person, of any **Privacy Obligations**.

- 2) Commercially confidential information  
any actual or alleged unauthorised disclosure, loss or theft of **Commercially Confidential Information**, by or on behalf of the **Policyholder**.

- 3) Employee information  
the breach, by or on behalf of the **Policyholder**, of any **Privacy Obligations** relating to any **Employee** as a direct result of the **Insured's** failure to maintain the confidentiality and/or security of any:

- 3.1 **Computer Records** pertaining to such **Employee**; and/or  
3.2 data or information pertaining to such **Employee** stored on the **Policyholder's Computer Systems**.

- 4) Information outsourced by the policyholder  
any actual or alleged unauthorised disclosure, loss or theft of:
- 4.1 **Personal Information**; or  
4.2 **Commercially Confidential Information**,  
in the care, custody or control of any **Service Provider** where such information is authorised to be in the care, custody or control of the **Service Provider** by the **Policyholder** pursuant to a written contract.

- ii. The **Specific Cover Limit** for the cover provided by this Extension is \$200,000 in the aggregate.  
iii. The **Excess** applicable to this Extension is \$1,000 each and every **Claim**.

#### b) Systems damage

- i. **We** will pay **Rectification Costs** incurred:

- 1) in retrieving, repairing, restoring or replacing any of the **Policyholder's Computer Records** (or any other **Computer Records** for which the **Policyholder** is responsible) that have been destroyed, damaged, lost, altered, distorted, erased or mislaid (and which, after diligent search, cannot be found);  
2) in repairing, restoring or replacing any of the **Policyholder's Computer Systems** that have been destroyed, damaged, lost, altered, distorted, erased or mislaid,

as a direct result of any **Cyber Event** first discovered by an **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance**.

- ii. The **Specific Cover Limit** for the cover provided under this Extension is \$25,000 in the aggregate.  
iii. The **Excess** applicable to this Extension is \$1,000 each and every **Claim** for **Rectification Costs**.

#### c) Computer virus transmission and hacking

- i. **We** will pay, on behalf of the **Insured**, all sums which the **Insured** becomes legally obliged to pay (including liability for claimants' costs and expenses) and **Claim Investigation Costs** resulting from any **Claim** first made against the **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance** as a direct result of any **Third Party's** financial losses arising directly from:
- 1) a **Hacking Attack** or **Virus** that has emanated from or passed through the **Policyholder's Computer Systems**; or  
2) a **Hacking Attack** or **Virus** that restricts or prevents access to the **Policyholder's Computer Systems** by **Third Parties** authorised by the **Insured** to gain such access; or  
3) the loss or theft of the **Policyholder's** data or data for which the **Policyholder** is responsible or alleged to be responsible for, arising directly from a **Hacking Attack** or **Virus**.
- ii. The **Specific Cover Limit** for the cover provided by this Extension is \$200,000 in the aggregate.  
iii. The **Excess** applicable to this Extension is \$1,000 each and every **Claim**.

#### d) Multimedia liability

- i. **We** will pay, on behalf of the **Insured**, all sums which the **Insured** becomes legally obliged to pay (including liability for claimants' costs and expenses) and **Claim Investigation Costs** resulting from any **Claim**, arising from or directly in connection with the provision of **Professional Services**, first made against the **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance** as a direct result of:
- 1) libel, slander or defamation;  
2) invasion of or interference with the right to privacy, including those of **Employees**, or commercial appropriation of names or likeness;  
3) plagiarism, piracy or misappropriation of ideas;  
4) infringement of copyright, domain name, commercial title or slogan, the dilution or infringement of trademark, service mark, service name or trade name;

arising directly from:

- 1) the **Policyholder's Internet and Email Content**; or
  - 2) the **Policyholder's Promotional Material**; or
  - 3) **Third Party** digital content downloaded, shared or distributed from the **Policyholder's Computer Systems**.
- ii. The **Specific Cover Limit** for the cover provided by this Extension is \$200,000 in the aggregate.
  - iii. The **Excess** applicable to this Extension is \$1,000 each and every **Claim**.
- e) **Cyber extortion cover**
- i. **We** agree to pay **Cyber Extortion Costs** arising solely from a **Security Threat** first made against the **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance**.
  - ii. Any **Cyber Extortion Costs** covered in i. above shall be subject to local legal requirements in cooperation with, and under the direction, of any authorised criminal enforcement or other agency asserting jurisdiction in the matter.
  - iii. The **Specific Cover Limit** for the cover provided by this Extension is \$250,000 in the aggregate.
  - iv. The **Excess** applicable to this Extension is \$1,000 each and every **Security Threat**.
- f) **Privacy fines & investigations**
- i. Notwithstanding Section 7.10 b) of the **Policy**, **We** will also pay, to the extent **We** are permitted to do so by law any:
    - 1) **Fine or Penalty** payable by the **Policyholder** as a direct result of a breach by the **Insured** of its **Privacy Obligations**; and/or
    - 2) **Regulatory Investigation Costs** into such breach,
 

arising from any notice of a **Regulatory Investigation** into an alleged breach by the **Insured** of its **Privacy Obligations**, which is first received by the **Insured** and notified to **Us** in writing as soon as reasonably possible during the **Period of Insurance**.
  - ii. The **Specific Cover Limit** for the cover provided by this Extension is \$250,000 in the aggregate.
  - iii. The **Excess** applicable to this Extension is \$1,000 each and every **Regulatory Investigation**.
- g) **Privacy breach notification & loss mitigation**
- i. **We** agree to pay **Privacy Breach Costs** incurred as a direct result of a **Cyber Event** which is first discovered, and notified to **Us** in writing as soon as reasonably possible, during the **Period of Insurance**, where:
    - 1) the **Insured** is legally obligated to take the steps the subject of such **Privacy Breach Costs**; or
    - 2) steps the subject of such **Privacy Breach Costs** will effectively mitigate or avoid a **Claim** which would otherwise be made against the **Insured** and which would be covered under Section 5.1.1 a), Privacy, were such steps the subject of the **Privacy Breach Costs** not taken.
  - ii. The **Specific Cover Limit** for the cover provided by this Extension is \$50,000 in the aggregate.
  - iii. The **Excess** applicable to this Extension is \$1,000 each and every **Claim** on the **Policy** for **Privacy Breach Costs** cover.
- h) **Rewards expenses cover**
- i. **We** agree to pay **Reward Expenses** incurred as a direct result of a **Cyber Event**, which is first discovered, and notified to **Us** in writing as soon as reasonably possible, during the **Period of Insurance**.
  - ii. The **Specific Cover Limit** for the cover provided by this Extension is \$25,000 in the aggregate.
  - iii. The **Excess** applicable to this Extension is \$1,000.
- i) **Total aggregate specific cover limit**
- The total aggregate **Specific Cover Limit** with respect to the cover provided in Section 5.1.1 a) to h) inclusive is \$250,000.
- ### 5.1.2 What is not covered
- We** do not provide cover for any of the following **Claims**, liabilities, losses, costs, and other matters covered by this Extension:
- a) **Patent**
- based upon, directly or indirectly arising from or attributable to the actual or alleged infringement of any patent.
- b) **Professional services**
- based upon, directly or indirectly arising from or attributable to:
- i. the rendering of or failure to render **Professional Services**; or
  - ii. a breach or alleged breach of any contract for the provision of **Professional Services**.
- c) **Fraudulent credit and/or debit card transactions**
- arising as a result of any request from the **Insured's** acquiring bank for funds or the imposing of fines and/or penalties as a result of fraudulent credit or debit card transactions, although this Exclusion shall not apply to any **Claims** covered by Section 5.1.1 a) Privacy.



d) Enforcement order

based upon, directly or indirectly arising from or attributable to any failure to respond to or comply with an **Enforcement Order**.

e) Failure of external networks, cables, or core internet infrastructure servers

in respect of Section 5.1.1 b) System Damage only, based upon, directly or indirectly arising from or attributable to any failure of external networks, cables, or core internet infrastructure servers not in the **Policyholder's** direct operational control.

f) Satellite failures, electrical or mechanical failures

based upon, directly or indirectly arising from or attributable to any satellite failures, electrical or mechanical failures and/or interruption including, but not limited to, electrical disturbance, spike, brownout or blackout, outages to gas, water, telephone, cable, telecommunications, or other infrastructure, unless such infrastructure is under the **Policyholder's** direct operational control and unless such **Claim** is as a direct result of any **Cyber Event**.

g) Bodily injury / property damage

based upon, directly or indirectly arising from or attributable to:

- i. bodily injury (except emotional distress, mental anguish or humiliation), sickness, disease or death of any person; or
- ii. destruction of or damage to tangible property (including the loss of use thereof).

h) Confiscation, commandeering, requisition, destruction of or damage to a computer system

based upon, directly or indirectly arising from or attributable to the confiscation, commandeering, requisition, destruction of or damage to, **Computer Systems** by order of a government de jure or de facto, or by any public authority for any reason.

i) Sanctions

based upon, directly or indirectly arising from or attributable to the provision of cover or a benefit under this **Policy** to the extent that the provision of such cover or benefit would contravene any sanction, prohibition or restriction under any United Nations resolutions or the trade or economic sanctions, law or regulations of the European Union, United Kingdom or United States of America.

j) Anti-competitive practices

based upon, directly or indirectly arising from or is attributable to any actual or alleged anti-trust violation, restraint of trade, unfair competition, false, deceptive or unfair trade practices, violation of consumer protection laws, or false, deceptive or misleading advertising.

k) Payment card industry data security standard

based upon, directly or indirectly arising from or is attributable to fines or penalties attributable to the **Insured's** failure to comply with the Payment Card Industry Data Security Standard.

l) Discrimination

based upon, directly or indirectly arising from or is attributable to any actual or alleged discrimination of any kind including, but not limited to, discrimination on the basis of race, colour, religion, age, sex, disability, pregnancy, marital status, political affiliations or ideology, sexual orientation or preference.

m) Failure to update firewalls, virus protection and other security software

based upon, directly or indirectly arising from or attributable to the failure of the **Insured** to, update firewalls, virus protection and any other security software in place within the **Policyholders Computer Systems** within one month of the update for such software being made publicly available.

n) Failure to encrypt personally identifiable and confidential information

based upon, directly or indirectly arising from or attributable to the failure of the **Insured** to encrypt personally identifiable and confidential information that is physically removed from the **Policyholder's** business premises on any **Portable Media Device**.

o) Business Continuity Plan (BCP)

based upon, directly or indirectly arising from or attributable to the failure of the **Insured** to have a Business Continuity Plan (BCP), which is tested for efficacy at least annually and which includes, provision for the backup of all the **Insured's** data stored off-site.

p) Retroactive date

based upon, directly or indirectly arising from or attributable to any act, error or omission which occurred before the **Retroactive Date**.

### 5.1.3 Words with special meanings

Whenever the following words are used in the Cyber Cover optional extension in bold type and with a capital letter, they have the special meanings set out below. These words may appear without bold type in endorsements in the **Schedule**.

a) **Authority**

any official regulator, government body or government agency having legal authority to conduct a **Regulatory Investigation**.

b) **Commercially Confidential Information**

any information other than **Personal Information**:

- i. which is not in the public domain or publicly available; and
- ii. where disclosure may undermine the economic interest or competitive position of the owner of the information.

### c) Computer Records

electronically stored data including magnetic tape, software or computer programs for or in respect of a **Computer System** used in the course of the provision of the **Professional Services**.

### d) Computer Systems

all electronic computers including operating systems, software, hardware, firmware and all communication and open system networks, websites wheresoever hosted, offline media libraries and data backups used in the course of providing the **Professional Services**.

### e) Cyber Event

- i. **Hacking Attack or Virus**;
- ii. malicious damage to the **Policyholder's Computer Systems** by an **Employee**;
- iii. accidental damage to or destruction of the **Policyholder's Computer Records** because of an operational error, an error while establishing the parameters, or an involuntary error by an **Employee** or a **Service Provider**; or
- iv. failure of a **Service Provider** hosting the **Policyholder's Computer Systems** as a direct result of i. to iii. above.
- v. failure of a direct or back-up power supply or under/over voltage but only if such power supply is owned, managed or controlled by the **Policyholder** or by a **Service Provider**;
- vi. electrostatic build-ups or electromagnetic disturbances.

### f) Cyber Extortion Costs

- i. any monies paid by the **Policyholder** not in contravention of any applicable legal requirements and with **Our** prior written consent (which shall not be unreasonably delayed or withheld);
- ii. reasonable and necessary fees, costs and expenses that **We** incur or the **Policyholder** incurs with **Our** prior written consent (which shall not be unreasonably delayed or withheld):
  - 1) in negotiating, mediating and crisis managing to terminate or end a **Security Threat** that might otherwise result in harm to the **Insured**; or
  - 2) the cost to conduct an investigation to determine the cause of a **Security Threat**.

### g) Enforcement Order

a notice or order from any data protection authority, government authority, regulator, Court, Tribunal or other public body

authorised to investigate, prosecute or otherwise enforce applicable laws or regulations relating to the collection, storage or processing of **Computer Records**, requiring the **Insured** to:

- i. confirm compliance with any data protection and/or privacy law or regulation;
- ii. take specific measures to comply with any applicable data protection and/or privacy law or regulation; or
- iii. refrain from processing any specified **Computer Records** or using any specified **Computer System**.

### h) Fine or Penalty

- i. A monetary fine or penalty payable by an **Insured** to an **Authority**;
- ii. **Fine or Penalty** does not include any amounts payable or calculated by reference to:
  - 1) compensation;
  - 2) compliance, remedial, reparation or restitution costs;
  - 3) exemplary or punitive damages;
  - 4) any consequential economic loss;
  - 5) requirement to pay taxes, rates, duties, levies, charges, fees or any other revenue charge or impost; and
  - 6) any fine or penalty the insurance of which is prohibited at law.

### i) Hacking Attack

any malicious or unauthorised electronic attack including, but not limited to, any fraudulent electronic signature, brute force attack, phishing, denial of service attack, initiated by any **Third Party** or by any **Employee** and that is designed to damage, destroy, corrupt, overload, circumvent or impair the functionality of the **Policyholder's Computer Systems** or **Policyholder's Computer Records**.

### j) Internet and Email Content

any text, images, video, interactive content or advertising material published on the **Policyholder's** website or contained within an email sent by an **Insured** or any advertising material produced by or on behalf of the **Policyholder** and published on a **Third Party's** website.

### k) Money

any legally recognised and valid physical, or electronic currency, coins or bank notes of a generally accepted value.

### l) Personal Information

information or an opinion about an identified individual, or an individual who is reasonably identifiable, whether the information or opinion is:

- i. true or not; and



ii. in a material form or not.

**m) Portable Media Device**

disks, tapes, USB or flash memory data storage devices, laptops, blackberrys or any type of smart phone, tablet or removable device capable of storing data.

**n) Privacy Breach Costs**

the reasonable and necessary fees, costs and expenses that **We** incur or the **Policyholder** incurs with **Our** prior written consent (which shall not be unreasonably delayed or withheld) required to be incurred in respect of any **Privacy Obligations** to:

- i. fulfil any legal or regulatory obligation the **Policyholder** has to notify **Third Parties** of an actual or suspected breach of privacy in relation to any **Personal Information**; or
- ii. establish a credit monitoring service or identity theft helpline; or
- iii. provide call centre support services; or
- iv. conduct an independent audit of the **Policyholder's Computer Systems** to identify the source of such privacy breach.

**o) Promotional Material**

any marketing materials or tangible goods produced by or on behalf of the **Policyholder** for the purpose of marketing the **Professional Services**.

**p) Privacy Obligations**

the **Insured's** legal obligations arising directly from:

- i. any privacy statement governing the handling of information on the **Policyholder's Computer Systems**; or
- ii. any written contract between the **Policyholder** and a third party governing the processing and storage of credit card information on the **Policyholder's Computer Systems**;
- iii. any implied contractual duty to use reasonable care and skill in the handling of **Personal Information** or credit card information (including breaches of the Payment Card Industry Data Security Standard);
- iv. any legal obligation to notify individuals of an actual or potential breach of their **Personal Information**; or
- v. statutory data protection regulations in the country or countries where the **Policyholder** operates, including industry specific data protection and security regulations as they currently exist and as amended.

**q) Rectification Costs**

reasonable and necessary fees, costs and expenses that **We** incur or the **Policyholder** incurs with **Our** prior written consent (which shall not be unreasonably delayed or withheld)

as a result of the use of external consultants, contractors or advisers, including, but not limited to, forensic or security consultants or any additional costs that the **Policyholder** incurs to its **Employees**.

For the avoidance of doubt, **Rectification Costs** does not include the basic salaries of **Employees** or the **Policyholder's** office expenses or any payments that the **Policyholder** has paid or agreed to pay as part of any service or maintenance contract.

**r) Regulatory Investigation**

- i. any formal or official civil examination, investigation, inquiry, hearing or other civil proceedings ordered or commissioned by any **Authority** into the **Privacy Obligations** of the **Policyholder** during the **Period of Insurance**:
  - 1) requiring attendance before, or the production of documents by the **Policyholder** to, the **Authority**;
  - 2) requiring questions to be answered by the **Policyholder** to the **Authority**;
  - 3) identifying the **Policyholder** in writing as a target of an examination, investigation, inquiry, hearing or other proceeding by an **Authority**.
- ii. a **Regulatory Investigation** shall be deemed to be first made when the **Policyholder** is first required to respond and/or attend or is so identified as a target of the **Regulatory Investigation**.
- iii. **Regulatory Investigation** does not include any routine inspection, supervision, compliance or similar reviews or general industry wide violation reviews which extend to the **Policyholder**.

**s) Retroactive Date**

the date from which the **Policyholder** has continuously held cyber insurance cover via a standalone cyber insurance policy or via a cyber cover extension added to an existing insurance policy.

**t) Reward Expenses**

the reasonable and necessary property or other consideration paid by **Us** or by the **Policyholder** with **Our** prior written consent (which shall not be unreasonably delayed or withheld) to a **Third Party** (other than a law enforcement professional or **Authority**) for information which leads to a conviction of an indictable offence arising out of a **Hacking Attack** covered by this **Policy**.

**u) Security Threat**

any expressed and documented threat or connected series of threats to commit a local, cross border or multi-country attack against the **Policyholder's Computer System** for the purpose of demanding **Money**, securities or other tangible or intangible property of value from the **Insured**.

#### v) Service Provider

any person, partnership, company, corporation, incorporated society or other body corporate or entity, third party independent contractor that is not an **Insured**, who provides business process (including call centre, fulfilment and logistical support) and/or information technology services (including hosting, security management, co-location, and collects, stores or processes the **Policyholder's Computer Records**) for the **Policyholder** in accordance with a written contract.

#### w) Third Party

any person, partnership, company, corporation, incorporated society or other body corporate or entity who is not an **Insured**, at the time of their acts, errors or omissions.

#### x) Virus

any software code including but not limited to any logic bomb, Trojan horse or worm that has been introduced by any **Third Party** or by any **Employee** and that is designed to damage, destroy, corrupt, overload, circumvent or impair the functionality of the **Policyholder's Computer Systems** or **Policyholder's Computer Records**.

## 5.2 Employment practices liability cover

### 5.2.1 The cover we provide

- a) Notwithstanding Section 7.9 a), b) or c), **We Cover** the **Insured** in respect of an **Employment Practice Claim**:
- first made against the **Insured** during the **Period of Insurance**; and
  - We** are told about in writing as soon as reasonably possible during the **Period of Insurance**; and
  - brought against the **Insured** by any natural person who is an **Insured** or any contract or temporary workers of the **Policyholder**,

for **Loss** sustained by reason of an **Employment Practice Breach**.

- b) The **Specific Cover Limit** for the **Cover** provided under this Extension is shown on the **Schedule**.
- c) The **Excess** applicable for each and every **Employment Practice Claim** which **We Cover** under this Extension is shown on the **Schedule**. The **Insured** must also pay this **Excess** when **We** provide **Cover** for **Defence Costs** for such **Employment Practice Claims** under this Extension.

### 5.2.2 What is not covered

**We** do not provide **Cover** for any of the following **Employment Practice Claims**, liabilities, losses, costs, and other matters **Covered** by this Extension:

#### a) Industrial action

based upon, directly or indirectly arising from or attributable to:

- acts committed during or in connection with any industrial dispute (whether between employer and **Employee** or between **Employees** or their unions or generally), strike, picket, lock-out, go slow or work to rule action;
- collective bargaining negotiation or agreement.

This Exclusion does not apply to **Loss** in respect of an **Employment Practice Claim** for retaliation alleged to have been taken by the **Policyholder** against an **Insured** regarding industrial action.

#### b) Insolvency

brought after the appointment of any liquidator, receiver and manager, official manager, administrator, official trustee in bankruptcy, or trustee administering a compromise or scheme of arrangement of the **Policyholder** but this Exclusion does not apply to **Employment Practice Claims** prior to such appointment.

#### c) Workers Compensation/Occupational Health and Safety Legislation

based upon, directly or indirectly arising from attributable to allegations or claims arising under, pursuant to, or in relation to any Workers' Compensation or Occupational Health and Safety Acts or similar legislation;

#### d) Bodily injury and/or property damage

in respect of any:

- bodily injury (except emotional distress, mental anguish or humiliation), sickness, disease or death of any person; or
- destruction of or damage to tangible property (including the loss of use thereof).

#### e) Physical modifications to premises

based upon, directly or indirectly arising from attributable to, or which involve any allegation of liability for the cost of physical modifications to premises, plant or equipment owned or occupied by the **Policyholder** to make such premises, plant or equipment more accessible, or accommodating to the needs of disabled persons.

This Exclusion does not apply to **Claim Investigation Costs** incurred as a result of a **Employment Practice Claim** which seeks, as part of the relief sought, compensation or declarations in respect of such physical modifications.

#### f) Unfair contract claims

based upon, directly or indirectly arising from or attributable to:

- compensation sought in respect of a contract of employment alleged to be unfair; or

- ii. the seeking of relief in respect of any allegedly unfair contract, pursuant to any law or regulation or pursuant to any statute, ordinance or industrial instrument in the States or Territories of the Commonwealth of Australia or in New Zealand.

This Exclusion does not apply to **Loss** on account of a **Claim** for relief from retaliation in respect of any action taken by the **Policyholder** against an **Insured** regarding an allegedly unfair contract.

#### g) Benefits and statutory entitlements

based upon directly or indirectly arising from or attributable to:

- i. workers compensation, disability benefits, unemployment benefits, redundancy benefits or compensation, retirement benefits, social security benefits or any similar law or obligation whatsoever;
- ii. any discretionary bonus, commission, severance payment, stock (including all plans and derivatives), other fringe benefit or an amount representing or calculated by reference to any of the above.

### 5.2.3 Words with special meaning

Whenever the following words are used in the Employment Practices Liability optional extension in bold type and with a capital letter, they have the special meanings set out below. These words may appear without bold type in endorsements in the **Schedule**.

#### a) Defence Costs

The reasonable and necessary legal costs and expenses (including any expert costs where the choice of expert has been approved by **Us**) of investigating, defending or settling any **Employment Practice Claim**.

#### b) Employment Practice Claim

- i. Receipt by the **Policyholder** of any written demand for money or damages or non-pecuniary relief alleging an **Employment Practice Breach** relating to the employment of an **Employee** and seeking relief including, but not limited to, reinstatement, re-employment or any other injunctive relief; or
- ii. Any writ, summons, application or other originating legal (criminal, civil or otherwise) or arbitral proceedings, cross claim or counter-claim alleging an **Employment Practice Breach** relating to the employment of an **Employee**; or
- iii. Subject to Section 5.2.2 c), any subpoena, notice to appear or similar notice requiring attendance at an administrative, regulatory or tribunal proceeding commenced by the Fair Work Ombudsman or any similar regulatory authority with legal jurisdiction over the **Policyholder's**

employment practices which is served upon a **Policyholder** in respect of any **Employee** issued against and in respect of any **Employment Practice Breach**.

#### c) Employment Practice Breach

Any actual or alleged wrongful or unfair employment-related:

- i. denial of natural justice;
- ii. discipline, discharge, dismissal or termination of employment;
- iii. misrepresentation;
- iv. breach of any oral, written or implied employment contract;
- v. unlawful discrimination (including but not limited to, discrimination on the basis of race, colour, religion, age, sex, disability, pregnancy, marital status, political affiliations or ideology, sexual orientation or preference).
- vi. harassment;
- vii. failure to employ;
- viii. failure to promote;
- ix. failure to grant tenure;
- x. deprivation of career opportunity;
- xi. demotion;
- xii. defamation;
- xiii. invasion of privacy;
- xiv. bullying;
- xv. infliction of emotional distress,

committed or attempted by any **Insured** on or after the 'Retroactive Date' as stated in the **Schedule**.

#### d) Loss

- i. The amount which a **Policyholder** becomes legally obliged to pay on account of a **Covered Employment Practice Claim** including:
  - 1) **Defence Costs**;
  - 2) awards of damages;
  - 3) judgments;
  - 4) settlements to which **We** have consented;
  - 5) awards of claimant's legal costs;
  - 6) awards of interest;
  - 7) order to pay compensation resulting from contravention of any statute;
  - 8) punitive, exemplary, multiplied or aggravated damages that a **Policyholder** is ordered to pay by a Court of competent jurisdiction in which the **Employment Practice Claim** is determined.

- 9) back-pay where reinstatement of an **Employee** is ordered by a Court (other than regular or overtime wages, salaries or fees of an **Employee**).
- ii. **Loss** does not include:
  - 1) any fines or penalties;
  - 2) liquidated damages;
  - 3) taxes
  - 4) punitive, exemplary, or multiplied or aggravated damages arising out of the enforcement of judgments, orders or awards obtained in or determined pursuant to the laws of the United States of America or its territories or protectorates;
  - 5) the future salary, wages, commissions, benefits or other remuneration entitlements of a claimant pursuant to a settlement of, order in, or other resolution of any **Employment Practice Claim**;
  - 6) stock benefits; or
  - 7) any other amounts which are prohibited to be paid by law in the jurisdiction in which the **Employment Practice Claim** is determined.

### 5.3.2 Special conditions

- a) The **Policyholder** shall give written notice, including affirmative proof and full particulars of any **Fidelity Loss**, during the **Period of Insurance**. The **Policyholder** shall bear the costs and expenses of establishing the fact, nature and extent of the **Fidelity Loss**. There is no **Cover** until **We** are satisfied that such **Fidelity Loss** has in fact been sustained.
- b) The **Policyholder** must take all reasonable precautions to prevent any loss and continue to perform all the supervision, controls, checks and audits reasonably practicable to avoid or lessen the likelihood of a **Fidelity Loss Covered** under this Extension arising.
- c) **We** deduct from any money **We** pay for a **Fidelity Loss Covered** by this Extension, the amount of any money:
  - i. which the **Policyholder** would have paid to the fraudulent, dishonest, criminal or malicious **Employee** who is an **Insured**, if the **Employee** had not been fraudulent, dishonest, criminal or malicious; and
  - ii. of, or to which the **Employee** is entitled, which the **Policyholder** holds (if **We** can do so by law).

## 5.3 Fidelity cover optional extension

### 5.3.1 The cover we provide

- a) **We Cover** the **Policyholder** for any **Fidelity Loss** where such **Fidelity Loss**:
  - i. is caused by reason of any dishonest or fraudulent conduct of an **Employee**;
  - ii. is first discovered by the **Policyholder** during the **Period of Insurance**;
  - iii. **We** are told about in writing as soon as reasonably practicable during the **Period of Insurance**; and
  - iv. is caused by dishonest or fraudulent conduct committed by an **Employee** within a period of 36 months before being first discovered by the **Policyholder**;
- b) The **Specific Cover Limit** for the **Cover** provided under this Extension is shown on the **Schedule**. The **Specific Cover Limit** is inclusive of **Claims Investigation Costs**.
- c) The **Excess** applies to each and every **Fidelity Loss** resulting from each separate dishonest, fraudulent, malicious or illegal act or omission committed by an **Employee**;
- d) The **Excess** applicable for a **Fidelity Loss** which **We Cover** under this Extension is shown on the **Schedule**. The **Policyholder** must also pay this **Excess** when **We** provide **Cover** for **Claim Investigation Costs** for **Fidelity Losses** under this Extension.

### 5.3.3 Exclusions

**We** do not provide **Cover** for any of the following **Fidelity Losses**, liabilities, losses, costs, and other matters **Covered** by this Extension:

- a) directly or indirectly based upon, or attributable to, or in consequence of any dishonest, fraudulent, criminal or malicious acts or omissions of which the **Policyholder** knew, or ought reasonably to have known of, or suspected or ought reasonably to have suspected, at or prior to the time of such acts or omissions and failed to take any reasonable action to prevent.
- b) sustained outside of Australia or New Zealand or any loss arising directly or indirectly from any loss sustained outside of Australia or New Zealand.
- c) the existence of which has only been established by profit and loss figures or by inventory calculations (including stock takes).
- d) incurred by the **Policyholder** in re-writing, amending or re-installing the **Policyholder's** computer programs or systems.
- e) consequential loss, including, but not limited to, loss of reputation and loss of profits, arising from any dishonest or fraudulent acts or omissions of any **Employee**.
- f) caused by or contributed to by an **Employee** who was not employed by the **Policyholder** when the act or omission which caused or contributed to the **Fidelity Loss**.



- g) directly or indirectly based upon, or attributable to, or in consequence of any dishonest, fraudulent, criminal or malicious acts or omissions of any **Principals** or **Former Principals**.
- h) directly or indirectly based upon, or attributable to, or in consequence of default under a loan or any type of credit offered to or by the **Policyholder**.
- i) directly or indirectly based upon, or attributable to, or in consequence of the **Policyholder** committed or condoned any such dishonest, fraudulent, criminal or malicious acts or omissions.
- j) first discovered prior to the commencement of the **Period of Insurance** or first discovered after the expiration of the **Period of Insurance**.
- k) directly or indirectly based upon, or attributable to, or in consequence of any dishonest, fraudulent, criminal or malicious act or omission of any shareholder who, at the time of committing such acts had direct or indirect ownership of or control over 10% or more of the voting share capital of the **Policyholder**.
- l) directly or indirectly based upon, or attributable to, or in consequence of the voluntary giving or surrendering of money, negotiable instruments, bearer bonds or coupons, stamps bank or currency notes unless such loss is sustained by reason of any dishonest or fraudulent act or omission of any **Employee**.
- m) directly or indirectly based upon, or attributable to, or in consequence of the dissemination or accessing of any confidential information, including, but not limited to, patents, trademarks, copyrights, trade secrets, computer programs, or customer information.
- n) directly or indirectly based upon, or attributable to, or in consequence of any kidnap, ransom or extortion.

#### 5.3.4 Words with special meanings

Whenever the following words are used in the Fidelity Cover optional extension in bold type and with a capital letter, they have the special meanings set out below. These words may appear without bold type in endorsements in the **Schedule**.

- a) **Fidelity Loss**
  - i. means the direct financial loss suffered by the **Policyholder** caused by and comprising the loss of money, negotiable instruments, bearer bonds or coupons, stamps, bank or currency notes owned by the **Policyholder**;
  - ii. does not include wages, salaries, or other remuneration benefits or entitlements of an **Insured**, or any consequential loss.

## Section 6

# Limits to the amount of cover

### 6.1 The policy limit

The **Policy Limit** applies to any one **Claim** and, subject to this Section 6, applies to the total of all **Claims** and **Covered Claims**, **Covered** by this **Policy**.

### 6.2 Reinstatement of the policy limit

- a) The **Policy Limit** is the maximum amount **We** will provide **Cover** for in respect of any one **Claim**. Subject to the following limitations, **We** will provide **Cover** to a maximum of twice the **Policy Limit** for all **Claims Covered** by this **Policy**:
  - i. **We** do not, in respect of any one **Claim**, provide **Cover** for an amount in the aggregate more than the **Policy Limit** or the **Specific Cover Limit** as applicable;
  - ii. for any one **Claim**, or **Claims** (including **Covered Claims**) arising from the one act, error or omission, the aggregate **Cover** under this **Policy** shall not exceed the **Policy Limit** or **Specific Cover Limit** as applicable;
  - iii. if there is extra insurance, held with another insurer in excess of the applicable limit of this **Policy**, then **Cover** in excess of one **Policy Limit** or **Specific Cover Limit** as applicable (up to a maximum of twice the **Policy Limit** or **Specific Cover Limit** as applicable) is only available for so much of the liability (otherwise **Covered** by this **Policy**) which is not covered by the extra insurance.
- b) Where **Cover** is provided under this **Policy** for any **Claim**, then **Claim Investigation Costs** are paid in respect of that **Claim** up to an amount equal to the **Policy Limit** in accordance with Section 3.3 of this **Policy**. The aggregate amount **We** pay in total for **Claim Investigation Costs** for or in respect of all **Claims Covered** by this **Policy** does not exceed an amount equal to twice the **Policy Limit**.

### 6.3 Cover for claim investigation costs if the policy limit is exceeded

If the amount that has to be paid to dispose of, settle or finalise a **Claim** exceeds the **Policy Limit**, then **We** only pay for the same proportion of the **Claim Investigation Costs** as the **Policy Limit** bears to the amount to be paid to dispose of, settle or finalise the **Claim**. But **We** never pay more than the **Policy Limit**.

### 6.4 Limit if multiple persons and/or entities are covered

The **Policy Limit** and **Specific Cover Limits** do not increase if there is more than one **Insured Covered** under this **Policy**, or if more than one **Insured** causes or contributes to the **Claim**.

## 6.5 Specific cover limits

If the **Policy** indicates any **Specific Cover Limits** for specific types of **Cover** under this **Policy**, then the applicable **Specific Cover Limits** and not the **Policy Limit** applies. The **Specific Cover Limits** are included within, and not in addition to, the **Policy Limit**.

## 6.6 The excess

- a) **We** only provide **Cover** (up to the **Policy Limit** or **Specific Cover Limit** as applicable) for that part of the **Covered Claim** which is above the applicable **Excess**.
- b) There are different **Excesses** that may be applicable, depending on the type of **Covered Claim** involved which the **Insured** must pay. The amount of the **Excess** for:
  - i. Australia and New Zealand jurisdictions specified in the **Schedule** if the **Covered Claim** is under the jurisdiction of an Australian or New Zealand Court. The **Insured** must also pay this **Excess** when **We** provide **Cover** for the **Claim Investigation Costs** of such **Covered Claims** if the **Schedule** states 'Costs inclusive'. There is no **Excess** for **Claim Investigation Costs** when **We Cover** an **Insured** for such **Covered Claims** if the **Schedule** states 'Costs exclusive'.
  - ii. 'Other Jurisdictions' specified in the **Schedule** if the **Covered Claim** is under the jurisdiction of a Court other than an Australian or New Zealand Court. The **Insured** must also pay this **Excess** when **We** provide **Cover** for **Claim Investigation Costs** for the **Covered Claim**.
  - iii. 'Enquiries' specified in the **Schedule** when **We** provide **Cover** for legal costs and expenses associated with an **Enquiry** which **We Cover** under Section 4.2 of this **Policy**.
- c) The **Insured** must pay only one **Excess** for all **Covered Claims, Covered** by this **Policy** arising from the one act, error or omission.
- d) In the event of a **Claim** or **Covered Claim** arising from separate acts, errors or omissions, then only one **Excess** shall apply in respect of such **Claim** or **Covered Claim**.
- e) Where the **Excess** is indicated in the **Policy** as 'Costs inclusive', the amount of the **Excess** is exclusive (i.e. net) of any GST payable in respect of **Claims Investigation Costs** or similar investigation or defence costs.

## 6.7 GST Input Tax Credits

- a) Where and to the extent that **We** are entitled to claim an Input Tax Credit for a payment made under the **Policy**, then any monetary limit in the **Policy** on **Our** obligation to make such a payment, shall be deemed to be net of **Our** entitlement to the Input Tax Credit.
- b) Where and to the extent that the **Policyholder** is entitled to claim an Input Tax Credit for a payment required to be made by the **Policyholder** as an **Excess**, then the amount of the **Excess** shall be net of the entitlement of the **Policyholder** to the Input Tax Credit.

- c) Where payment is made under this **Policy** for the acquisition of goods, services or other supply, **We** will reduce the amount of the payment by the amount of any Input Tax Credit that the **Policyholder** is, or will be, entitled to under A New Tax System (Goods and Services Tax) Act 1999 in relation to that acquisition, whether or not that acquisition is made.
- d) Where payment is made under this **Policy** as compensation instead of payment for the acquisition of goods, services or other supply, **We** will reduce the amount of the payment by the amount of any Input Tax Credit that the **Policyholder** would have been entitled to under A New Tax System (Goods and Services Tax) Act 1999 had the payment been applied to acquire such goods, services or other supply.

# Section 7

## What is not covered

**We** do not provide **Cover** for any of the following **Claims** or **Covered Claims**:

### 7.1 Known claims and known circumstances

- a) known at the inception date of this **Policy**; or
- b) based upon, directly or indirectly arising from or attributable to any **Known Circumstance** or known **Claims** or **Covered Claims**; or
- c) disclosed in the **Proposal** or arising from facts or circumstances which may give rise to a **Claim** or **Covered Claim** disclosed in the **Proposal**; or
- d) if this **Policy** is endorsed or amended midterm, for any **Claim** or **Covered Claim** that arose from a **Known Circumstance** (as at the effective date of the amendment / endorsement) to the extent that the **Claim** or **Covered Claim** would not have been **Covered** by the **Policy** before such amendment / endorsement.

### 7.2 Foreign jurisdictions

subject to the 'Jurisdictional Limits' specified in the **Schedule**:

- a) first brought in or determined pursuant to the laws of, the United States of America or its territories or protectorates; or
- b) arising out of the enforcement of judgments, orders or awards obtained in or determined pursuant to the laws of the United States of America or its territories or protectorates; or
- c) where the proper law of the United States of America, or their territories or protectorates is applied to any of the issues in any **Claim** or **Covered Claim, Covered** by this **Policy**.



### 7.3 Assumed duty or obligation

based upon, directly or indirectly arising from or attributable to:

- a) a liability under a contractual warranty, guarantee, undertaking or term (unless such liability would have existed regardless of the contractual warranty, guarantee, undertaking or term); or
- b) circumstances where a right of claim, contribution or indemnity has been given up by an **Insured**, but only to the extent of the prejudice suffered by **Us** in those circumstances; or
- c) circumstances where someone has done work or provided services under an arrangement or agreement with an **Insured** which limits any potential right for an **Insured** to claim or receive compensation, contribution or indemnity from that person, but only to the extent, that **We** are prejudiced in those circumstances; or
- d) any **Civil Liability** which an **Insured** agrees to accept in connection with the provision of the **Professional Services** and/or anything which is the subject of cover, which is more onerous than that which the **Insured** would otherwise have at common law, but only to the extent of the prejudice **We** suffer because of that agreement; or
- e) any business not conducted for or on behalf of the **Policyholder**.

### 7.4 Related parties

against an **Insured** brought by or on behalf of:

- a) any other **Insured**; or
- b) any company in respect of which any **Insured** holds (beneficially or otherwise) more than 10% of the voting shares or rights and/or has an executive role; or
- c) any trust in respect of which any **Insured** is a trustee and/or beneficiary and/or has a direct or indirect financial interest; or
- d) any other person, firm or incorporated body having control of more than 10% of the voting shares or rights or an executive role in the operation of the **Policyholder**.

### 7.5 Refund of professional fees and trading debts

- a) for (or calculated by reference to) the refund or waiver of any obligation to pay any fees, charges or disbursement (by way of damages, offset or otherwise); or
- b) for costs and expenses incurred by or on behalf of an **Insured** in complying with any contractual obligation or making good any faulty product; or
- c) arising directly or indirectly from the provision of cost guarantees, estimates of probable costs, estimates of probable financial savings or from any contract price or cost estimate being exceeded; or
- d) arising from a liability to pay trading debts, the repayment of any loan and/or any other financial obligation incurred, as a matter of general commerce in connection with the **Insured's** business.

### 7.6 Profit

for any component of profit derived or derivable by an **Insured**.

### 7.7 Insolvency

based upon, directly or indirectly arising from or attributable to an **Insured's** insolvency, bankruptcy or liquidation.

### 7.8 Goods and workmanship

based upon, directly or indirectly arising from or attributable to:

- a) the manufacture, installation, assembly, processing, sale, supply or distribution of goods or products by or on behalf of an **Insured**;
- b) workmanship in manufacture, fabrication, construction, erection, installation, assembly, alteration, servicing, remediation, repair, demolition or disassembly (including any materials, parts or equipment furnished in connection therewith) by or on behalf of an **Insured**, or from supervision of such workmanship by an **Insured**.

### 7.9 Employers' liability, directors' and officers' liability, occupiers' liability, motor, marine

- a) based upon, directly or indirectly arising from or attributable to the **Policyholder's** liability as an employer; or
- b) arising from or which involves bodily injury (including mental anguish or emotional distress), sickness, disease or death of any **Employee**, contractor or worker who is under the direction, control and/or supervision of the **Insured** or for whose workplace safety the **Insured** is responsible;
- c) arising out of or in respect of actual or alleged unlawful discrimination (or other unlawful act, error or omission) by any **Insured** against any **Employee** or employment applicant; or
- d) if an **Insured** is either an incorporated body or a director or officer of any incorporated body, arising from any act, error or omission of a director or officer of any incorporated body while acting in that capacity; or
- e) arising from ownership or occupation (or alleged occupation) of land or buildings by an **Insured**; or
- f) arising from or in respect of the ownership, control over, operation or use of any aircraft, marine craft or motor vehicles of any kind.

### 7.10 Punitive and exemplary damages, fines and penalties

based upon, directly or indirectly arising from or attributable to any:

- a) punitive, aggravated or exemplary damages; or
- b) fines or penalties; or
- c) criminal liabilities.

## 7.11 Intentional damage

arising from:

- a) acts, errors, omissions by an **Insured**, with the intention of causing a third party loss, damage or injury, or with reckless disregard for the potential consequences of any acts, errors or omissions; or
- b) any wilful breach of any statute, contract or duty by an **Insured**.

## 7.12 Deregistration

in so far as an **Insured** is required by law to maintain a registration or any form or certification to lawfully practice or provide the **Professional Services, Claims** or **Covered Claims** arising from acts, errors or omissions by or on behalf of the **Insured** which occurred at a time when such registration was not held, was cancelled or suspended or was otherwise not current and valid.

## 7.13 Asbestos

which would not have arisen but for the existence of asbestos.

## 7.14 Nuclear or radioactive materials

arising from:

- a) ionising radiations or contamination by radioactivity from any nuclear material; or
- b) the hazardous properties of any nuclear explosive, assembly or component.

## 7.15 War and civil war

based upon, directly or indirectly arising from or attributable to:

- a) war, invasion, acts of foreign enemies, hostilities (whether war be declared or not), civil war;
- b) insurrection, rebellion, revolution, military or usurped power.

## 7.16 Terrorism

based upon, directly or indirectly arising from or attributable to any:

- a) act of **Terrorism** regardless of any other cause or event contributing concurrently or in any other sequence to the loss, damage, illness, injury, death, cost or expense; or
- b) action in controlling, preventing, suppressing, retaliating against, or responding to any act of **Terrorism**.

## 7.17 Pollution

based upon, directly or indirectly arising from or attributable to the **Insured** or anyone on behalf of or at the direction of the **Insured** discharging, dispersing, releasing or permitting **Pollutants** to escape into or upon land, the atmosphere, or any water course or body of water (**Pollution**); however this exclusion will not apply if the **Pollution** results from an error or omission in design and/or advice and/or specification in the provision of the **Professional Services**.

## 7.18 UN sanctions

based upon, directly or indirectly arising from, attributable to the provision of **Cover** or benefit under this **Policy** to the extent that the provision of such **Cover** or benefit would contravene any sanction, prohibition or restriction under any United Nations resolutions or the trade or economic sanctions, law or regulations of the European Union, United Kingdom or United States of America.

# Section 8

## General terms and conditions

### Investigation, defence and settlement of claims

#### 8.1 We must be told about claims

The **Policyholder** must tell **Us** in writing about a **Claim** as soon as possible during the **Period of Insurance**. If this is not done an **Insured's** right to **Cover** under this **Policy** may be affected.

#### 8.2 Claims co-operation

Each **Insured** must:

- a) diligently do, and allow to be done, everything reasonably practicable to avoid or lessen an **Insured's** liability in relation to a **Claim** or **Covered Claim, Covered** by this **Policy**;
- b) immediately give **Us** all the help and information that **We** reasonably require to:
  - i. investigate and defend a **Claim** or **Covered Claim**; and
  - ii. determine **Our** liability under this **Policy**.

#### 8.3 We can protect our position

When **We** receive a notification under this **Policy** of any matter, **We** can take whatever action **We** consider appropriate to protect **Our** position or the **Insured's** position in respect of any such matter.

This does not, however:

- a) indicate that any **Insured** is entitled to be **Covered** under this **Policy**; or
- b) prejudice **Our** rights under the **Policy** or at law.

#### 8.4 Disclosure of information to us in respect of cover

The **Insured** shall share confidential and privileged information with **Us** and with **Our** legal advisers who **We** appoint about any matter notified to **Us** under the **Policy**.

**We** have a common interest with the **Insured** and with appointed legal advisers in the investigation, defence and settlement of any matter notified to **Us** under the **Policy** (**Common Interest**).

All confidential information provided to **Us** (including information which is subject to legal professional privilege), and/or to the legal advisers **We** appoint, by or on behalf of the **Insured**, which the **Insured** hereby irrevocably consents to appointed legal advisers providing to **Us**, is so provided on the basis that:

- a) subject to c) below, the information is provided to **Us** for that **Common Interest** purpose, is to be kept confidential and will not be further disclosed without the written consent of the **Insured**; and
- b) in respect of confidential information which is subject to legal professional privilege, the **Insured** does not waive legal professional privilege; and
- c) the information may be disclosed by **Us** to **Our** legal advisers and reinsurers on the basis that the above conditions apply to those persons' use of such information.

## 8.5 We can manage the covered claim

**We:**

- a) can assume conduct of and defend or settle in the **Insured's** name any **Covered Claim**; or
- b) subject to Section 6.6 of the **Policy**, have the duty where and the **Policyholder** so requests, to manage any matter (including the investigating, defence or settlement) in respect of which **We** have confirmed **Cover** under the **Policy**; and
- c) can take any action, in the **Insured's** name, to pursue any right any **Insured** may have in connection with any **Covered Claim**.

## 8.6 An insured must not admit liability for or settle any covered claim

An **Insured** must not:

- a) admit liability for, or settle any **Covered Claim**; or
- b) incur any costs or expenses for a **Covered Claim** without first obtaining **Our** prior written consent (which shall not be unreasonably delayed or withheld). If **Our** prior written consent is not obtained, the **Insured's** right to **Cover** under this **Policy** may be affected.

## 8.7 Policyholder's right to contest

If the **Policyholder** does not consent to a settlement that **We** recommend and wants to contest or continue the dispute or legal proceedings, then **We** only provide **Cover** (subject to the **Policy Limit** or **Specific Cover Limit** as applicable) for:

- a) the amount **We** could have settled the matter for; less
- b) the applicable **Excess**; plus
- c) the **Claim Investigation Costs** incurred up to the date the **Policyholder** elected not to consent to the settlement.

## 8.8 Senior counsel

- a) Unless a Senior Counsel, that **We** instruct, advises that the **Claim** or **Covered Claim** (which **We** have agreed to **Cover**) should be contested, neither **We** nor the **Policyholder** can require the other to contest any legal proceedings about a **Claim** if the other does not agree to do so.
- b) In formulating his or her advice, Senior Counsel must be instructed to consider the:
  - i. economics of the matter, having regard to but not limited to, the:
    1. damages and costs likely to be recovered; and
    2. likely costs of defence.
  - ii. **Insured's** prospects of successfully defending the **Claim** or **Covered Claim**.
- c) The cost of Senior Counsel's opinion will form part of the **Claim Investigation Costs**.
- d) If Senior Counsel advises that the matter should be or is appropriate to be settled and if the terms of settlement which **We** recommend are within limits which are reasonable (in Senior Counsel's opinion and in the light of the matters he/she is required to consider), then the **Insured**:
  - i. cannot (subject to Section 8.7) object to the settlement; and
  - ii. must immediately pay any applicable **Excess**.

## 8.9 Payments to settle potential claims

Any money **We** pay to settle, and/or investigate anything which might give rise to a **Claim** or **Covered Claim**, is taken to be a payment:

- a) to settle a **Claim** or **Covered Claim**; and
- b) for the purpose of calculating the total of all **Claims** or **Covered Claims** under this **Policy**.

## 8.10 Recovering money from employees

**We** must not recover any amount paid out in respect of a **Claim** or **Covered Claim** under this **Policy** from any **Employee** unless the **Claim** or **Covered Claim** arose from dishonest, fraudulent, criminal or malicious acts or omissions of the **Employee**.

## 8.11 Offsetting of costs and expenses

If **We** incur costs or expenses above **Our** liability under the **Policy** for **Claim Investigation Costs**, then the **Insured** must pay whatever amount is above that liability immediately **We** ask for it.

**We** can offset that payment due from the **Insured** against (and deduct that amount from) any amount **We** are required to pay to or on behalf of the **Insured** under this **Policy**.

## 8.12 Loss prevention

The **Insured** shall, as a condition to **Cover** under this **Policy**, take all reasonable steps to prevent any act, error, omission or circumstance which may cause or contribute to any **Covered Claim**.

### 8.13 Other insurance which may cover the risk

The **Policyholder** must immediately advise **Us** in writing of any insurance already effected or which may subsequently be effected covering, in total or in part and whether absolutely or contingently, the risk, or any part of it, **Covered** by this **Policy**.

### 8.14 Severability and non-imputation

For the sake of determining **Cover** under this **Policy**:

- a) the **Proposal** shall be construed to be a separate application for cover by the **Policyholder** and by each natural person **Covered** by the **Policy**, and no statement or representation in or with respect to the **Proposal** by such person shall be imputed to any other natural person **Covered** by the **Policy**; and
- b) knowledge possessed by and/or conduct of one natural person **Covered** by the **Policy** shall not be imputed to any other natural person **Covered** by the **Policy**; and
- c) any knowledge possessed by and/or conduct of any past or present **Principal**, company secretary, chief executive officer, chief operating officer, chief financial officer, chief risk officer, in-house general counsel, or any person who signed the declaration or proposal form in connection with this **Policy** or any policy of which this **Policy** is a renewal or replacement, shall be imputed to the **Policyholder**.

### 8.15 Allocation

- a) To the extent that a **Claim** comprises **Covered Matters** and **Uncovered Matters**, **We** will use best endeavours to agree a fair allocation between **Covered Matters** and **Uncovered Matters** having regard to the relative legal and financial exposure attributable to the **Covered Matters** and **Uncovered Matters**.
- b) This allocation will apply to **Claim Investigation Costs**.
- c) Any dispute between **Us** and the **Policyholder** on the allocation will be resolved by a Senior Counsel that **We** and the **Policyholder** both agree to instruct or in the absence of agreement, as appointed by the President of the Bar Association in the state or territory of the first address of the **Policyholder** shown on the **Policy Schedule** or if no address is shown there, as shown on the **Proposal**.
- d) Any allocation between **Covered Matters** and **Uncovered Matters** as determined by Senior Counsel will apply retrospectively to the **Claim Investigation Costs** paid by **Us** or the **Policyholder** notwithstanding any prior payment on a different basis, unless otherwise agreed.
- e) The cost of Senior Counsel's opinion will form part of the **Claim Investigation Costs**.

### 8.16 Payment in Australian dollars in Australia

All premiums and **Claims** must be paid in Australian dollars in Australia.

## Other matters

### 8.17 Material change in the risk

The **Policyholder** must immediately advise **Us** in writing if any of the following occurs during the **Period of Insurance**:

- a) undertaking activities that are materially different from the **Professional Services**;
- b) any cancellation or suspension, or loss of or condition imposed, upon any licence, registration or other authority required by the **Insured** to conduct the **Professional Services**; or
- c) the **Insured** being insolvent, bankrupt or in liquidation; or
- d) a **Run-Off Event**.

### 8.18 Authority to accept notices and to give instructions

The **Policyholders** listed in the **Schedule** are appointed individually and jointly as agent of each **Insured** in all matters relating to this **Policy**, and to **Claims** or **Covered Claims**, **Covered** by the **Policy**.

In particular (but without limitation) the **Policyholders** listed in the **Schedule** are agents for the following purposes to:

- a) give and receive notice of **Policy** cancellation, to pay premiums and to receive any return premiums that may become due under this **Policy**; and
- b) accept endorsements or other notices provided for in this **Policy**; and
- c) give instructions to solicitors or counsel that **We** appoint or agree to, and to receive advice from them and to act on that advice; and
- d) consent to any settlement **We** recommend; and
- e) do anything **We** or **Our** legal advisers think might help with the procedures set out in this **Policy** for investigating, defending or settling **Claims** or **Covered Claims**; and
- f) give **Us** information relevant to this **Policy**, which **We** can rely on when **We** decide whether to accept the risk, and set the **Policy** terms or the premium.

### 8.19 Law of the policy

This **Policy** is governed by the law of the Territory or State where the **Policy** was issued, which is stated in the **Schedule**. The courts of that place have exclusive jurisdiction in any dispute about or under this **Policy**.

### 8.20 Territory covered by this policy

**Cover** under this **Policy** is not restricted by where anything giving rise to the **Claim** occurred.

### 8.21 Schedule must be included

This **Policy** is only legally enforceable if it includes a **Schedule** signed by one of **Our** officers.

# Cancelling the policy

## 8.22 The policyholder can cancel the policy

The **Policyholder** is entitled to cancel this **Policy** from the date **We** receive a written request to cancel the **Policy**. **We** will be entitled to retain a premium for the pro-rata time on risk subject to a minimum administration charge of \$250 plus applicable statutory charges.

## 8.23 We can cancel the policy

- a) **We** may cancel this **Policy** at any time in accordance with the relevant provisions of Section 60 of the Insurance Contracts Act 1984, by giving notice in writing to the **Policyholder** of the date from which cancellation is to take effect.
- b) **We** may deliver this notice to the **Policyholder** personally, or post it by certified mail (to the **Policyholder's** broker or to the address the **Policyholder** last gave **Us**). Proof that **We** mailed the notice is sufficient proof that the **Policyholder** received the notice.

## 8.24 Refund of premium

After cancellation pursuant to Section 8.23, **We** will refund the premium for the time remaining on the **Policy**, less any non-refundable duties, unless an **Insured** has made a fraudulent claim under the **Policy**.

# Section 9

## Words with special meanings

### 9.1 Civil liability

The compensatory damages, costs and expenses in respect of a **Claim** which includes the legal costs of the person making the **Claim**, for which an **Insured** becomes liable.

### 9.2 Claim

The receipt by an **Insured** of:

- a) any originating process (in a legal proceeding or arbitration), cross claim or counter claim or third party or similar notice claiming compensation against an **Insured**; or
- b) any written or verbal demand from a third party claiming compensation against an **Insured**.

### 9.3 Claim Investigation costs

The reasonable and necessary legal costs and expenses (including any expert costs where the choice of expert has been approved by **Us**) of investigating, defending or settling any:

- a) **Claim** or **Covered Claim**; or
- b) originating process (in a legal proceeding or arbitration), cross claim or counter claim or third party or similar notice or written or verbal demand from a third party claiming declaratory and/or other equitable relief against an **Insured** arising from the provision of the **Professional Services**.

### 9.4 Cover

Indemnity and indemnity shall not include any component of profit.

### 9.5 Covered claim

The:

- a) **Claims**, liabilities, losses, costs, and other matters **Covered** under the **Policy**; or
- b) circumstances which may give rise to any of the matters set out in a) above, in respect of which **We** elect to protect the **Insured's** or **Our** position pursuant to Section 8.3 of the **Policy**.

### 9.6 Covered matters

That part of a **Claim**, or **Covered Claim** made against or sought from the **Insured** for which **We** provide **Cover**.

### 9.7 Documents

Documents of any nature including the electronically stored data, software or computer programs for or in respect of any computer system; but not including bearer bonds, coupons, bank notes, currency notes or negotiable instruments.

Loss or damage to **Documents** does not include loss or damage (including rearrangement) to such electronically stored data, software or computer programs arising from any computer virus or malware or from any design or programming defect in any computer program or computer operating system.

### 9.8 Employee

A natural person who is not a **Principal**, but who is or was, at the time the relevant act, error or omission giving rise to the **Claim** occurred, a person who:

- a) provided services to and was remunerated by the **Policyholder** for that service under a contract of service; or
- b) was or is deemed to be an employee or worker under the Superannuation Guarantee (Administration) Act 1992 (Cth), any workers compensation legislation in the relevant State or territory, or any other relevant legislation; or
- c) a volunteer worker, apprentice, trainee, work experience personnel or student,

and in respect of a), b) and c) above is or was at the time of the act, error or omission, under the **Policyholder's** direction, control and supervision in the provision of **Professional Services**.



## 9.9 Enquiry

Any legal or quasi legal enquiry including coronial enquiries (into a matter arising directly out of the provision of **Professional Services** and such matter is the subject of and is not excluded from **Cover** under this **Policy**) by a body conducting the enquiry (including a regulatory, licensing or statutory body) which has jurisdiction over the **Insured** (either by reason of a statutory power or by reason of the **Insured's** membership of a professional association which has the power to discipline its members).

## 9.10 Excess

The sum shown in the **Schedule** or in Sections 4 or 5 of the **Policy** (as applicable), which the **Covered Claim** must exceed before **We** will be liable under this **Policy** in respect of each **Covered Claim**. It is described in more detail in Section 6.6.

## 9.11 Former principal

A person who has been, but is no longer:

- a) **Principal** of a **Policyholder**; or
- b) the **Principal** of any corporate entities through which the **Policyholder** previously traded, in the course of the provision of the **Professional Services**.

## 9.12 Insured

Each of the following, individually and jointly:

- a) the **Policyholder**;
- b) any **Subsidiary**;
- c) any past and/or present **Employee**, but only in his or her capacity as such.

## 9.13 Intellectual property

Copyright, design, patent, trade mark or moral right, including false attribution of authorship or any other intellectual property rights which exist in Australia or New Zealand whether created by statute or at common law.

## 9.14 Interested Party

Any third party, who is not otherwise an **Insured**, with whom the **Insured** has contracted to provide **Professional Services** for and on behalf of.

## 9.15 Joint venture

An undertaking (regardless of what it is called) which the **Policyholder** carries on together with someone else who is not otherwise **Covered** under this **Policy**.

## 9.16 Known circumstance

Any fact, situation or circumstance which:

- a) an **Insured** was aware of at any time before the **Period of Insurance** or any relevant amendment or endorsement of the **Policy**; or

- b) a reasonable person in the **Insured's** professional position would have thought, at any time before the **Period of Insurance** or before any relevant amendment or endorsement of the **Policy**,

might result in someone making an allegation against an **Insured** in respect of a liability, loss or costs, that might be **Covered** by this **Policy** or the amendment/endorsement to this **Policy**.

## 9.17 Lost

**Documents** destroyed, damaged, lost, distorted, erased or mislaid as a result of one event solely in the provision of **Professional Services** and **Loss** shall have a corresponding meaning.

## 9.18 Period of insurance

The 'Period of Insurance' stated in the **Schedule**.

## 9.19 Policy

The insurance policy made up of:

- a) all terms, conditions and exclusions contained herein;
- b) the **Schedule**; and
- c) the endorsements, if any, contained in the **Schedule**.

## 9.20 Policy limit

The limit stated in the **Schedule** as the 'Total Sum Insured'. See also Section 6 of this **Policy**.

## 9.21 Policyholder

Each of the following, individually and jointly:

- a) each person, firm or incorporated body identified in the **Schedule** as 'The Policyholder', each **Principal** or **Former Principal** of any such firm or incorporated body; and
- b) any entity which is engaged in the provision of **Professional Services** and which is created and controlled, during the **Period of Insurance**, by anyone identified in the **Schedule** as 'The Policyholder'; and
- c) anyone who becomes a **Principal** of the 'The Policyholder' identified in the **Schedule**, during the **Period of Insurance** (but only in respect of work undertaken for or on behalf of 'The Policyholder' identified in the **Schedule**).



## 9.22 Pollutants

Any solid, liquid, gas or thermal irritant or contaminant, including but not limited to smoke, vapour, soot, fumes, acids, alkali, chemicals and waste. Waste includes material to be recycled, reconditioned or reclaimed.

## 9.23 Premium

'Total Payable Premium' as stated in the **Schedule**.

## 9.24 Principal

A sole practitioner, a partner of a firm, or a director of a company, which practitioner, firm, director or company is **Covered** by this **Policy**.

## 9.25 Professional services

The provision by or on behalf of the **Policyholder** of the 'Professional Services' stated in the **Schedule**.

## 9.26 Proposal

The written or electronic proposal form (the date of which is stated in the **Schedule**) together with any supplementary material completed by or on behalf of the **Insured**, that was given to **Us**, and relied on by **Us** to effect this **Policy**.

## 9.27 Publicity campaign

A publicity and/or public relations campaign or campaigns designed and implemented by a public relations consultant.

## 9.28 Run-Off event

A **Policyholder** ceasing to exist or operate, or is consolidated with, merged into or acquired by another entity.

## 9.29 Schedule

The schedule attached to this **Policy** or any schedule subsequently substituted during the **Period of Insurance** and duly signed by one of **Our** officers.

## 9.30 Specific cover limits

The limit of **Cover** for each of the matters listed in the **Schedule** under 'Specific Cover Limits' or in Sections 4 and 5 of this **Policy** which are included within, and are not in addition to the **Policy Limit**.

## 9.31 Subsidiary

- a) Any company or other incorporated entity which at the commencement of the **Period of Insurance** by virtue of Australian law was, or is, either directly or indirectly a subsidiary of any incorporated body identified in the **Schedule** as 'The Policyholder'.
- b) '**Subsidiary**' does not include:
  - i. an entity incorporated or domiciled in the United States of America or its territories or protectorates;
  - ii. an entity that has its securities listed on any securities exchange;
  - iii. an entity whose total gross professional fees and/or total revenue exceeds, as at its last balance date or date of its creation (whichever is sooner), 20% of the total gross professional fees and/or total revenue of any incorporated body identified in the **Schedule** as 'The Policyholder',  
unless such entity is included by way of endorsement to this **Policy**.

## 9.32 Terrorism

**Terrorism** includes any act, or preparation in respect of action, or threat of action designed to influence the government de jure or de facto of any nation or any political division thereof, or in pursuit of political, religious, ideological, or similar purposes to intimidate the public or a section of the public of any nation by any person or group(s) of persons whether acting alone or on behalf of or in connection with any organisation(s) or government(s) de jure or de facto, and which:

- a) involves violence against one or more persons; or
- b) involves damage to property; or
- c) endangers life other than that of the person committing the action; or
- d) creates a risk to health or safety of the public or a section of the public; or
- e) is designed to interfere with or to disrupt an electronic system.

## 9.33 Uncovered matters

That part of a **Claim** or **Covered Claim** made against or sought from the **Insured** for which **We** do not provide **Cover**.

## 9.34 We or us or our

CGU Professional Risks, Insurance Australia Limited  
ABN 11 000 016 722 trading as CGU Insurance.

## CONTACT DETAILS

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