(PTY) L1 incorporate business a	er Services Agreement is entered into between NETLAYER TD (Registration Number: 2012/116665/07) a company ed under the laws of South Africa with its principal place of it 6 Kikuyu Road, Ext 56 Sunninghill, Johannesburg South Africa er "Netlayer") and the Customer who orders any of the Services terein.	1.3.5.2	and Staff, includ Disclosing Party is information contain the Disclosing Equipment contelecommunication
•	ITERPRETATION AND PRELIMINARY		third party produc
1.1	The headings of the clauses in this Agreement are for the purpose of convenience and reference only and shall not be used in the interpretation of nor modify nor amplify the terms of this Agreement or any clause hereof. In this Agreement, unless a contrary intention clearly appears —	1.3.5.3	therein; the Disclosing commercial, fina (including valuation formulae and trade
1.2	words importing –	1.3.5.4	the Disclosing P
1.2.1	any one gender include the other gender;		demonstrations, processes, proces
1.2.2	the singular includes the plural and vice versa; and		requirements and
1.2.3	natural persons include created entities (corporate or non-incorporate) and vice versa;	1.3.5.5	relating thereto; business process
1.3	the following terms shall have the meanings assigned to them hereunder and cognate expressions shall have corresponding meanings, namely:		Disclosing Party or including but not li data relating to t Party; and
1.3.1	"this Agreement" means this written document, together with all written appendices, annexures, schedules, or exhibits to this written document, as may be amended from time to time;	1.3.5.6	business process Disclosing Party Disclosing Party objectives, strategy
1.3.2	"Applicable Law" means all laws applicable in the jurisdictions in which the Parties operate, and includes any present or future constitution, decree, judgment, legislation, order, ordinance, regulation, statute, treaty, directive, rule, guideline or code, practice or practice note issued by any relevant Authority;	1.3.6	existing and for processing, busing process outsourcing "Content" means infincluding without limitate markup language files
1.3.3	"Authority" means any Government, governmental, administrative, fiscal, monetary, Central Bank, judicial, regulatory, self-regulatory or government owned or		sound, music, graphic uploaded or transferred authorised by the Custo
	controlled body, department, commission, authority, tribunal, agency or entity to whose jurisdiction any Party or the Services may be subjected;	1.3.7	"Disclosing Party" r Confidential Information
1.3.4	"CPI" means the weighted average of the Consumer Price Index in respect of all metropolitan areas and for all items as published by Statistics South Africa or its successors from time-to-time;	1.3.8	"Documentation" mea Software and the Equ maintenance and opera any other information ro the Licensed Software
1.3.5	"Confidential Information" means any information or data of any nature, tangible or intangible, oral or in writing and in any format or medium, which by its nature or content is or ought to be reasonably identifiable as confidential and/or proprietary to the Disclosing Party or		by Supplier and/or the Equipment to the ragreement or required under this Agreement however embodied;
	which is provided or disclosed in confidence, and which the Disclosing Party or any person acting on behalf of the Disclosing Party may disclose or provide to the Receiving Party or which may come to the knowledge of the	1.3.9	"Enabling Software" associated materials pro to the Customer as part and use of SaaS;

the Confidential Information of the Disclosing Party shall include the following even if it is not marked as being

'confidential', 'restricted' or 'proprietary' (or any similar

information relating to the Disclosing Party's

Intellectual Property, business activities, business

relationships, products, services, processes, data,

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1.3.11

and Staff, including agreements to which the Disclosing Party is a party;

information contained in or constituting or relating to the Disclosing Party's systems, machinery, Equipment or software, networks, telecommunications services and facilities, including third party products, and associated Material, and information or Incidents concerning faults or defects therein:

the Disclosing Party's technical, scientific, commercial, financial and market information (including valuations and forecasts), methodologies, formulae and trade secrets:

the Disclosing Party's architectural information, demonstrations, plans, designs, drawings, processes, process maps, functional and technical requirements and specifications and the data relating thereto;

business process outsourcing knowledge of the Disclosing Party or that is proprietary to a third party, including but not limited to third party products and data relating to the customers of the Disclosing Party; and

business process outsourcing knowledge of the Disclosing Party and information relating to the Disclosing Party's current existing strategic objectives, strategy documents and plans for both its existing and future information technology, processing, business processing and business process outsourcing;

"Content" means information, software and data, including without limitation, any Personal Data, hypertext markup language files, scripts, programs, recordings, sound, music, graphics or images that are created, uploaded or transferred by the Customer or any user authorised by the Customer;

**"Disclosing Party"** means a Party that discloses Confidential Information;

"Documentation" means in respect of the Licensed Software and the Equipment, all drawings, diagrams, maintenance and operation instructions and manuals and any other information relating to the use or operation of the Licensed Software and/or Equipment to be provided by Supplier and/or the manufacturer or producer of the Equipment to the relevant Customer under this Agreement or required to be provided or made available under this Agreement in whatever form or format and however embodied;

**"Enabling Software"** means any Program and associated materials provided by Netlayer or a third party to the Customer as part of the SaaS to facilitate access to and use of SaaS;

**"Effective Date"** means the date specified in a Services Schedule for the commencement of the relevant Services;

"Expiry Date" means the date on which the Service Term expires, as specified in a Services Schedule;

1.3.12 "Equipment" means the Rental Equipment and the

1.3.27

Purchased Equipment;

"Information Technology Infrastructure" means all

1.3.13

"Rental Equipment" means any all Materials and Equipment, excluding Purchased Equipment, which is

leased to the Customer by Netlayer pursuant to this Agreement and a Purchase Order for the Service Term;

	computers, laptops, software, programs, systems, electronic document retention, storage and retrieval processes and all other information technology of	1.3.28	Agreement and a Purchase Order for the Service Term;  "Saas" means an offering which Netlayer makes available
	whatsoever kind or nature used by the Customer at the Site;	1.0.20	to the Customer remotely through the internet providing access to (i) functionality of programs, (ii) infrastructure and (iii) technical support;
1.3.14	"Installation Date" means the date specified on the Purchase Order for the installation of the Equipment and/or Software necessary for Netlayer to render the applicable Service;	1.3.29	"Services" means the services including but not limited to co-location hosting services, disaster recovery services, Cloud backup services, hosting services,
1.3.15	"Intellectual Property" means any know-how (not in the public domain), invention (whether or not patented), design, trade mark (whether or not registered), or Copyright Material (whether or not registered), goodwill,		Internet connectivity services, IT support services, and voice over IP Services which are provided by Netlayer to the Customer pursuant to and as more fully described in one or more Services Schedules;
	processes, process methodology and all other identifiably or similar intellectual property as may exist anywhere in the world and any applications for registration of such	1.3.30	"Service Term" means the period commencing on the Effective Date and ending on the Expiry Date;
1.3.16	intellectual property. For the purposes of this definition,  "Copyright Material" means any Material in which	1.3.31	"Services Schedule" means the document which comprises part of this Agreement and which details, interalia, the specifications of the Services, Equipment or
	copyright subsists;		SaaS to be provided to the Customer;
1.3.17	"Licensed Software" means the Licensed Term Software and the Perpetually Licensed Software;	1.3.32	"Signature Date" means the earlier of the date on which this Agreement is signed by the party signing last in time or a Services Schedule is signed by the party signing last
1.3.18	"Licensed Term Software" means any and all software, excluding Perpetually Licensed Software, which is		in time;
	licensed to the Customer in terms of this Agreement for the Service Term;	1.3.33	"Site" means the Customer's premises specified in a Services Schedule whereat the Equipment will be installed and/or Services rendered;
1.3.19	"Losses" means, without limitation, any claims, losses, damages, costs, charges, liabilities, penalties, interest	1.3.34	"Supplier's Website" means www.netlayer.co.za;
	and fines and expenses (including legal and other professional charges and expenses);	1.3.35	"Time and Materials Rate" means the hourly labour rates
1.3.20	"Material" means all reports, documentation, information, software or inventions in material form, irrespective of the media on which they occur, and includes, without limiting the generality thereof, all written and printed material, all micrographic and other reproductions of the written word,		advised by Netlayer to the <b>Customer</b> from time to time for each hour or part thereof spent in rendering the applicable service, as well as all actual costs and disbursements incurred by Netlayer in rendering such service (including, travel costs, subsistence, costs of replacement parts, if applicable);
	depiction and pictorial material, and all audio-visual, machine-reachable and other information;	1.4	Any reference to an enactment is to that <b>enactment</b> as at the date of signature hereof and as amended or re-enacted from
1.3.21	"Personal Data" means any information relating to an identified or identifiable person;		time-to-time.
1.3.22	"Parties" means in its singular form Customer or Supplier, and in its plural form Customer and Supplier;	1.5	If any provision in a definition is a substantive provision conferring rights or imposing <b>obligations</b> on any Party, notwithstanding that it is only in the definition clause, effect
1.3.23	"Perpetually Licensed Software" means all software that is specified in a Purchase Order as a "one time item";		shall be given to it as if it were a substantive provision in the body of this Agreement.
1.3.24	"Purchased Equipment" means all Materials and Equipment that is specified in a Purchase Order as a "one time item";	1.6	Subject to clauses 1.7, 1.8 and 1.12, defined terms <b>appearing</b> in this Agreement in title case shall be given their meaning as defined, whilst the same terms appearing in lower case shall be interpreted in accordance with their plain English meaning.
1.3.25	"Purchase Order" means a Quotation signed by the Customer;	1.7	Reference to "days" shall be construed as calendar days unless qualified by the word "business", in which instance a
1.3.26	"Quotation" means a written quotation issued by Netlayer pursuant to a Written Request for Services specified in clause 5.1 from the Customer, specifying the nature of the Services and Equipment to be provided, the charges applicable to such Services and Equipment, the Installation Date(s), delivery time frames and costs and		"business day" shall be any day other than a Saturday, Sunday or public holiday in the Republic of South Africa. Any reference to "business hours" shall be construed as being the hours between 08:00 and 17:00 on any business day. Any reference to "time" shall be based upon South African standard time, being Greenwich Meantime plus two hours.
	any other matters the Parties may agree to include;	1.8	This Agreement incorporates the annexes, which annexes

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1.9	shall have the same force and effect as if set out in the body of this Agreement. In this Agreement, the words "clause" or "clauses" and "annex" or "annexes" refer to clauses of and annexes to this Agreement.  Unless specifically otherwise provided, any number of days	3.3.3	Unless otherwise specified in a Services Schedule, Customer may terminate one or more of the Services and/or SaaS specified in a Services Schedule without cause by giving Netlayer 30 (thirty) days written notice to that effect, which termination shall be subject to the following early termination charges –
	prescribed shall be determined by <b>excluding</b> the first and including the last day or, where the last day falls on a day that is not a business day, the succeeding business day.	3.3.3.1	in the event that the Service is terminated by the Customer at any time prior to the Effective Date applicable to such Service, the Customer shall be
1.10	The contra proferentum rule shall not apply and accordingly, no provisions herein shall be construed against or interpreted		liable for the <b>greater</b> of –
	to the disadvantage of a Party by reason of such Party having or being deemed to have structured, drafted or introduced such provision.	3.3.3.1.1	the actual costs incurred by Netlayer in delivering or installing the Equipment and/or Licensed Software together with any and all
1.11	The expiration, cancellation or other termination of this Agreement shall not affect those provisions of this Agreement which expressly provide <b>that</b> they will operate after such		early termination charges incurred by Netlayer and payable to any third-party (if any), including but not limited to –
	expiration, cancellation or termination or which of necessity must continue to have effect after such expiration, cancellation or termination, notwithstanding that the clauses themselves do		(i) termination charges, penalties,, minimum charges or other non- cancelable charges payable to third

3.3.3.1.2

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### Customer shall be by Netlayer in Equipment and/or with any and all curred by Netlayer

rges, penalties,, s or other noncancelable charges payable to third party suppliers; and

- salaries and associated employee (ii) benefits for Netlayer personnel providing the Services as of the time of termination of the Services for up to 60 (sixty) days pending the redeployment of such personnel; and
- (three) months of the monthly fees associated with such Services;

### in the event that the Service is terminated subsequent to the Effective Date thereof; the Customer shall be liable for the greater the amounts referred to in 3.3.3.1.1 (i) and (ii) and 20% of the monthly fees for the remainder of the Service Term of such terminated Services (were it not for termination); and

notwithstanding clauses 3.3.3.1, 3.3.3.2, all Equipment and bandwidth rental charges applicable to such Service (if any) shall carry a minimum monthly rental charge equal to 4 (four) months and the Customer will be liable for such rental charges, unless otherwise agreed by Netlayer.

The liquidated damages referred to under clause 3.3.3 shall become immediately due and payable on the effective date of termination and Netlayer's right thereto shall be in lieu of damages Netlayer is entitled to due solely to the Customer's early termination of the Service. Except as set out above, a claim for liquidated damages shall be without prejudice to Netlayer's other rights and remedies.

It is expressly provided that Netlayer shall have no liability to the Customer for any of the Customer's equipment Equipment), software Purchased documentation stored by Netlayer after termination of the applicable Service. Risk in and to such equipment, software and/or documentation shall immediately pass to the Customer on termination.

1.12 The words "include" and "including" means "include without limitation" and "including without limitation". The use of the words "include" and "including" followed by a specific example or examples shall not be construed as limiting the meaning of the general wording preceding it.

not expressly provide for such continuation.

### 2 **SCOPE OF THIS AGREEMENT**

2.1 This Agreement is an enabling agreement under which the Parties may from time to time agree for the provision of Equipment, the Services and/or the SaaS by Netlayer to the Customer in terms of a specific Services Schedule.

### **TERM & TERMINATION** 3

- Agreement Term. This Agreement shall commence on the 3 1 earlier of the Signature Date or the date on which the Services or SaaS commence as stipulated in a Services Schedule and shall continue indefinitely until terminated in accordance with the terms hereof.
- 3.2 Service Term. The Services ordered by the Customer shall commence on the Effective Date and shall expire on the Expiry Date. The Service Term may be extended following mutual written agreement between the Parties.
- 3.3 Termination without cause.
- 3.3.1 Either Party may terminate this Agreement for convenience by giving the other Party 30 (thirty) days' written notice to that effect, provided that such termination shall not affect any Services Schedule which is still in force at the effective date of such termination and the terms of this Agreement shall continue to apply to the applicable Services Schedule.
- 3.3.2 Supplier may terminate one or more of the Services and/or SaaS specified in a Services Schedule for convenience by giving 30 (thirty) days' written notice to that effect, provided that such termination shall not affect any rights and obligations of either Netlayer and/or the Customer in respect of this Agreement and/or the Purchase Order (in so far as it relates to the terminated Service) that have accrued prior to the effective date of such termination.

3.4 3.4.1	Termination with cause.  Should any Party ("the Defaulting Party") –		type of the Services it wishes to order ("Written Request for Services") and shall request Netlayer to furnish it with a
3.4.1.1	be wound-up, whether provisionally or finally and whether compulsorily or voluntarily, or voluntarily or compulsorily enter into business rescue;		Quotation. Netlayer shall be entitled to request, on receipt of a Written Request for Services and prior to the issuing of the Quotation, information related to the Customer's creditworthiness. For the avoidance of doubt the Parties agree that Netlayer is authorised to conduct all reasonable credit
3.4.1.2	enter into any arrangement or compromise with any of its creditors; or	5.2	checks and searches on the Customer.  Quotation. Netlayer shall furnish the Customer with a
3.4.1.3	be the subject of any resolution passed for its winding up or dissolution,	0.2	Quotation within 7 (seven) business days from receipt of a Written Request for Services and shall specify the date until which such Quotation shall be open for acceptance by the
	then the other Party shall be entitled to claim immediate payment and/or performance by the Defaulting Party of all of its obligations whether or not the due date for payment and/or performance shall have arrived, alternatively it shall be entitled to cancel this Agreement and claim damages. Cancellation of this Agreement in terms of this clause shall result in the deemed cancellation of any and all Services and/or SaaS; or	5.3	Customer. Where a Quotation does not state a date of expiry, it shall, unless otherwise agreed by Netlayer, be open for acceptance by the Customer for 7 (seven) business days following receipt by the Customer of such Quotation. Should the Customer accept a Quotation it shall furnish Netlayer with a signed copy thereof. The signed Quotation by the Customer shall constitute a Purchase Order.  It is specifically recorded that each signed Quotation and its relevant attachments will form part of this Agreement and the
3.4.1.4	breach this Agreement in relation to a specific Service and fail to remedy such breach within 7		Parties agree to be bound by the Terms of this Agreement as amended from time to time.
	(seven) business days after the date of delivery to it of a written notice by the other Party indicating the	6	LICENCE
	breach and demanding that it be remedied, then the other Party shall be entitled to cancel the applicable	6.1	Licensed Term Software.
	Service and claim damages or to claim specific performance. Netlayer shall have the right in such circumstances to further cancel any and all other Services.	6.1.1	Netlayer grants to the Customer a revocable, non- exclusive, non-sublicensable, non-transferable, non- assignable right and licence to use the Licensed Term Software in object code form and the Documentation to enable Netlayer to perform its obligations in terms of this
3.4.2	Netlayer shall not be held liable for any failure to perform its obligations, whether in whole or in part, as a result of –		Agreement and the applicable Purchase Order for the Service Term.
3.4.2.1	Netlayer withholding performance pending compliance by the Customer;	6.1.2	If the Service Term expires, or if a Service is validly terminated, the Customer's right and licence to use the Licensed Term Software applicable to that Service shall
3.4.2.2	the non-availability or incorrect functioning of any system of the Customer;		cease. Following expiry or termination as aforesaid, the Customer shall, at Netlayer's request, return to Netlayer all Licensed Term Software and Documentation, as well
3.4.2.3	the non-availability of any personnel of the Customer;		as all copies thereof, which is in the Customer's possession at the effective date of termination, or which
3.4.2.4	the unreasonable delay in the provision of information or decisions required from the Customer;	6.2	may come into its possession thereafter and shall certify the same in writing.  Perpetually Licensed Software. Netlayer grants to the
3.4.2.5	the non-availability of computer and/or network resources; or	0.2	Customer a perpetual, revocable, non-exclusive, non-sub licensable, non-transferable, non-assignable right and licence to use the Perpetually Licensed Software in object code form
3.4.2.6	the non-availability of data or material defects in data.		and the Documentation in accordance with the terms of this Agreement and any other terms advised by the third-party supplier, developer and/or the manufacturer thereof.
4	SERVICES	6.3	General provisions relating to the Licensed Software –
	Supplier is hereby appointed on the terms and conditions of this Agreement to render the applicable Services and/or SaaS for the Service Term and Netlayer accepts such appointment. Nothing in this Agreement shall be construed as restricting	6.3.1	The Customer accepts that its rights in respect of the Licensed Software are confined to the licence expressly granted pursuant to this Agreement.

6.3.2

6.3.2.1

The Customer shall not, without Netlayer's express

make copies of the Licensed Software or

written consent -

Documentation;

Netlayer from rendering the Services or any similar services to

If a Customer wishes to order any of the Services and/or SaaS under this Agreement, it shall provide Netlayer with a list of the

a third party.

**ISSUE OF PURCHASE ORDERS** 

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5.1

6.3.2.2	reverse compile, reverse engineer, re-compile, re- engineer or adapt the whole or any part of the	7.3	Use.
	Licensed Software or Documentation; or	7.3.1	The Customer shall –
6.3.2.3	remove or alter any copyright or other proprietary notice on any of the Licensed Software or Documentation.	7.3.1.1	at all times keep the Rental Equipment under its control and shall take reasonable care in the use of the Rental Equipment and shall protect the same from loss and damage;
7	EQUIPMENT	7.3.1.2	only use the Rental Equipment with due skill and
7.1	Purchased Equipment.	7.5.1.2	care for the purpose for which the Rental Equipment is reasonably designed, specified, supplied and
7.1.1	Netlayer sells to the Customer, who purchases from Netlayer, the Purchased Equipment stipulated in the Purchase Order for the price therein stipulated.		intended by Netlayer and/or the original manufacturer thereof;
7.1.2	Delivery of the Equipment –	7.3.1.3	at its own expense take reasonable steps to keep the Rental Equipment free from attachment,
7.1.2.1	Subject to any third party supplier delays or any other extraneous factors not within the direct control of Netlayer which impacts on Netlayer's ability to meet delivery time-frames, payment of the purchase price (in respect of Purchased Equipment) or deposits (in respect of Rental Equipment) and		hypothec or other legal charge or process and shall not, without the prior written consent of Netlayer, sell, let, loan, pledge, transfer or otherwise encumber the Rental Equipment in any way or permit any lien to arise in respect of the Rental Equipment;
	delivery costs, Netlayer shall use its reasonable endeavours to deliver, or procure the delivery of the Equipment within the delivery time-frames stipulated	7.3.1.4	not do or omit to do anything which may cause damage to the Rental Equipment;
7.1.2.2	in the Purchase Order at the Site.  Should the quantity of Equipment delivered not correspond with the quantity stipulated in the	7.3.1.5	ensure that the required stable power supply, cellular connectivity and/or network connectivity will be available on Site for use with the Rental Equipment;
	Purchase Order, then and in such event the Customer shall accept the lesser quantity of Equipment and recover from Netlayer any payments made in respect of the undelivered Equipment within 15 (fifteen) days.	7.3.1.6	take reasonable steps to ensure that all restrictions on the use of the Rental Equipment that are imposed by any law are observed by the Customer and its Staff; and
7.1.2.3	The Customer shall promptly inspect the Equipment upon delivery or collection and shall complete and sign a quality control packing list provided to it by Netlayer or its third-party suppliers, or third-party manufacturer, confirming in writing that it has	7.3.1.7	ensure that no alterations and/or modifications are made to the Rental Equipment. All replacement components used in the Rental Equipment are regarded as being part of the Rental Equipment and shall remain the property of Netlayer.
	inspected the Equipment and is satisfied that it is in good order.	7.3.2	The Customer indemnifies Netlayer against all claims, losses, liability, damage or expense that Netlayer may
7.1.2.4	Any Deficiency in relation to the Equipment shall not be regarded as a breach of this Agreement by Netlayer and the Customer's right of recourse in this regard shall be against the manufacturer thereof.		sustain as a result of, or attributable to, any claim instituted by anyone in connection with any act or omission of the Customer relating to the Rental Equipment.
7.1.3	The risk in the Purchased Equipment shall pass to the	7.3.3	Ownership and Risk –
	Customer upon delivery or collection to/by the Customer and ownership in the Purchased Equipment shall pass upon payment by the Customer to Netlayer in full.	7.3.3.1	Netlayer shall at all times be and remain the owner and/or the lawful possessor of the Rental Equipment and shall be entitled to substitute any item or
7.2	Rental Equipment.		component with an item or component that fulfils
7.2.1	The Customer shall rent from Netlayer all of the Rental Equipment on a month to month basis for the Service Term.	7.3.3.2	materially the same function.  All risks relating to the Rental Equipment, including but not limited to its loss, damage or destruction,
7.2.2	The cost of renting the Rental Equipment shall be		arising from any cause whatsoever (including force

7.3.3.3

majeure events), will pass to the Customer on

delivery/collection of the Rental Equipment by/to it.

Netlayer does not give any guarantee or warranty in

regard to the performance, functionality or otherwise

in respect of the Rental Equipment and shall not be

liable to the Customer or any third party for any loss,

liability, damage (whether direct or indirect, consequential or otherwise and whether for loss of

7.2.2

7.2.3

The cost of renting the Rental Equipment shall be

The Customer shall give written notice to the landlord and

mortgagee of any premises where the Rental Equipment

is stored or located advising that the owner of the Rental

Equipment is Netlayer. The Customer shall furnish

Netlayer with a copy of the written notice on demand.

included in the costs of the Services.

	profits, revenue, data or goodwill) or expense of any		Schedule.
	nature whatsoever which may be suffered by the Customer or such third party as a result of or which may be attributable, directly or indirectly to the use	9.2	Netlayer shall invoice the Customer for Rental and Purchased Equipment and Software as follows –
	by the Customer of the Rental Equipment and the Customer hereby indemnifies Netlayer against any claim of whatsoever nature which may be made	9.2.1	on invoice in respect of the Purchased Equipment and Purchased Software; and
7.3.4	against Netlayer arising out of the foregoing.  All Risks Insurance Cover –	9.2.2	in respect of the Rental Equipment and Rental Software, in the manner agreed between the Parties and failing agreement, monthly in advance.
7.3.4.1	The Customer shall, prior to collection or delivery of the Rental Equipment, provide Netlayer with a copy of the all risks insurance policy ("the policy") in terms of which the Rental Equipment is insured against any loss or damage which may occur thereto.	9.3	Notwithstanding anything to the contrary contained in this Agreement, the Customer shall be liable to make payment of any required deposits prior to the Effective Date of the applicable Service and Netlayer reserves its rights to suspend provision of the applicable Service until such time as it receives the said deposit.
7.3.4.2	Netlayer may refuse to release the Rental Equipment if it is not satisfied that the policy adequately covers any risk in relation to the Rental Equipment.	9.4	All Invoices shall be payable immediately upon receipt thereof via EFT into Netlayer's bank account designated on the invoice in South African rand free of set-off counterclaim or deduction.
7.3.4.3	The Customer shall maintain the policy for as long as the Rental Equipment remains in its possession.	9.5	<b>Disputed costs or charges.</b> The Customer shall pay all amounts, whether disputed or undisputed, when due. Unless otherwise agreed in writing between the Parties, the Customer
7.4	Equipment Support –		shall follow the procedure set out in clause 22 with regard to any disputed costs or charges
7.5	The Customer shall, in respect of the Equipment, only be entitled to the technical and/or operational support covered under an IT support Services Schedule.	9.6	Netlayer shall, be entitled to adjust the fees and charges payable by the Customer as set out in this Agreement and/or under any Purchase Order –
8 8.1	ACCESS TO PREMISES AND COOPERATION  The Customer shall give Netlayer, its employees and consultants all reasonable access to the Site and the Information Technology Infrastructure during ordinary business hours on work days to enable Netlayer to provide the Services and/or the SaaS.		annually, on the anniversary date of the Effective Date (or such later period as Netlayer may determine), by the increase in CPI for the 12 (twelve) month period ending 3 (three) months prior to such anniversary date, plus 3% (three per centum);
8.2	The Customer acknowledges that such access may cause interruption and disruption to the Customer's business whilst such Services are being rendered.	9.6.2	as a result of any regulatory, economical, or government imposed factors that impact on such fees and Charges, provided that Netlayer has given the Customer at least 1 (one) months' notice thereof; and/or
8.3	If requested by Netlayer (acting reasonably) to shut down or not use the whole or any part of its Information Technology so as to allow Netlayer to provide the Services and/or the SaaS, then the Customer must promptly shut	9.6.3	when increases are applied by the wholesaler, distributor or Supplier from whom a portion of the Services are procured, provided that Netlayer has given the Customer at least 1 (one) months' notice thereof.
	down and cease using the Information Technology until permitted by Netlayer to resume use.	9.7	Notwithstanding anything to the contrary contained in this Agreement, Netlayer shall be entitled to adjust all rental
8.4	Netlayer acknowledges that in the circumstance of a shutdown, Netlayer must do all things promptly and without delay as are necessary to allow the Customer to		charges for Rental Equipment annually on the anniversary date of the Effective Date (or such later date as determined by Netlayer) by 10% (ten per centum).
	resume use of its Information Technology as soon as practicably possible.	10	CUSTOMER'S OBLIGATIONS
8.5	The Customer must ensure that all its staff co-operate with Netlayer, its employees and consultants at all times and provide them with all reasonable support and assistance that may be reasonably required.	10.1	The Customer acknowledges and understands that the Services and/or SaaS may be subject to further terms and conditions which shall be displayed on Netlayer's Website. Netlayer shall be entitled at any stage to amend or vary the terms and conditions. Netlayer shall notify the Customer of any
8.6	The Customer must at all times ensure that the Premises are safe for Netlayer, its employees and consultants to provide the Services		change or variation at least 14 (fourteen) days prior to the effective date of such changes. The Customer warrants that it has read through the applicable terms and conditions and shall

10.2

9

9.1

**PRICES AND CHARGES** 

Invoicing. Netlayer shall invoice the Customer for the

Services and the SaaS in accordance with the Services

comply at all times therewith and with any amendments

thereto. Such terms and conditions shall be incorporated into

The provisions applicable to Netlayer's terms and conditions in clause 10.1 shall apply equally to Netlayer's

this Agreement by reference.

to any subcontractor's work to be performed, its property and

personnel as if such performance, property and personnel were the performance, property and personnel of Supplier.

Supplier shall only contract with subcontractors in a manner

consistent with Customer's rights under this Agreement. No

subcontractor, employee or business associate of Supplier

	acceptable use policies and privacy policies.	11.2.3.5	contravene any law or regulation to which that Party			
10.3	The Customer shall not take any steps or fail to take any steps which directly or indirectly –	11.2.3.6	is subject to;  contravene any provision of that Party's			
10.3.1	rearrange, disconnect, remove, attempt to repair, or otherwise tamper with the Services or the SaaS, without the prior written consent of Netlayer;	11.2.3.7	constitutional documents; or conflict with, or constitute a breach of any of the provisions of any other agreement, obligation,			
10.3.2	damage Netlayer's network (or any networks interconnected to Netlayer) or any part thereof;	11.2.3.8	restriction or undertaking which is binding on it; and it is not relying upon any statement or representation			
10.3.3	cause Netlayer to breach any of its licence terms or any provision of applicable legislation; or		by or on behalf of any other Party, except those expressly set forth in this Agreement.			
10.3.4	constitutes an abuse of the Services or the SaaS (in the reasonable opinion of Netlayer).	11.2.4	Each of the representations and warranties given by the Parties in terms of this clause 11 shall –			
11	WARRANTIES.	11.2.4.1	be a separate warranty and will in no way be limited or restricted by inference from the terms of any other			
11.1	Equipment and Licensed Software warranties –		warranty or by any other words in this Agreement;			
11.1.1	Netlayer does not make any representations or warranties in respect of the quality or functionality of the Equipment or Licensed Software. The Customer shall	11.2.4.2	continue and remain in force notwithstanding the completion of any or all transactions contemplated in this Agreement; and			
	only be entitled to rely on the warranties and indemnities provided by the original equipment manufacturer in respect of the Equipment and Licensed Software, which warranties and indemnities shall be enforced directly	11.2.4.3	prima facie be deemed to be material and to be a material representation inducing the other Parties to enter into this Agreement.			
	against the original manufacturer or developer and not against Netlayer.	11.2.5	The warranties under this clause 11 are the Customer's exclusive warranty in respect of the Equipment, Licensed Software, Enabling Software, the Services and the SaaS			
11.1.2	The warranty period for Equipment shall be the length of the manufacturer's warranty.		and replaces all other warranties or conditions, express or implied, including but not limited to the implied warranty			
11.2	Services Warranties –		or condition of fit for purpose.			
11.2.1	Netlayer warrants that –	12	BUSINESS RELATIONSHIP OF THE PARTIES.			
11.2.1.1	it shall use adequate numbers of suitably qualified personnel with suitable training, education, experience and skills to perform the Services in accordance with the description of the Services set out in the relevant Services Schedule; and	12.1	Independent Contractor Status. All of Supplier's activities are those of an independent contractor, and Supplier, its employees, agents and representatives shall not be considered to be employees or agents of Customer. As an independent contractor, Supplier assumes all legal and contractual obligations arising out of the performance of this			
11.2.1.2	the Saas shall, if not altered by the Customer or a third party, when used with properly functioning equipment, shall perform substantially in accordance with its specifications.		Agreement, no matter to whom such obligations may be owing, whether to the country or any political subdivision thereof, to Supplier's own personnel or to third persons. Customer may instruct and direct Supplier as to the results to be obtained from			
11.2.2	General Warranties		Supplier's employees. Supplier, as an independent contractor, however, shall have complete control, supervision and			
11.2.3	Each of the Parties hereby warrants to and in favour of the other that –		direction over its equipment and personnel and over the manner and method of all its activities.			
11.2.3.1	it is, and will remain for the duration of this agreement, in full compliance with any and all Applicable Laws;	12.2	<b>Subcontractors.</b> Supplier may subcontract to affiliated or non-affiliated third-party contractors ("subcontractors") such duties as Supplier deems necessary for its successful performance of its obligations under this Agreement or the			
11.2.3.2	it has legal capacity and has taken all necessary corporate action required to empower and authorise it to enter into this Agreement;		applicable Purchase Order. Unless otherwise specified in a Services Schedule, the use of subcontractors by Supplier shall not relieve Supplier from any liability or obligation under this Agreement. The terms of this Agreement regarding Supplier's			
11.2.3.3	this Agreement constitutes an agreement valid and		performance, its equipment and personnel shall likewise apply			

binding on it and enforceable against it in

performance of its obligations hereunder does not

execution of this Agreement and the

accordance with its terms;

and shall not -

11.2.3.4



shall be a third-party beneficiary of this Agreement. such insurance policy. CHANGES 13 14.3 Notwithstanding clause 14.1, the Customer shall have unlimited liability in respect of all claims arising out of -13.1 Changes to the Services. During the currency of this Agreement, events may occur which require a change to the 14.3.1 death or personal injury caused by its negligence or that nature and scope of the Services or SaaS. Unless otherwise of its employees, agents or subcontractors as applicable; agreed in writing by the Parties no such change shall be implemented unless the Parties comply with the provisions of 14.3.2 any breach of, liability arising from, or indemnity given in respect of Confidential Information and and/or Intellectual 13.2 Party desiring Change. Should either Party wish to propose Property. any changes to the nature and scope of the Services or SaaS purchased in terms of a Purchase Order, such Party shall address a written document to the other Party detailing the 14.4 Notwithstanding clause 14.1, Netlayer shall not be liable for any direct damages suffered by the Customer, howsoever arising, for desired changes ("Scope Change Document"). inadvertent damage, corruption or loss of the Customer's 14.4.1 13.3 Scope Change Document. Should such Scope Change data or equipment which is stored by Netlayer for and on Document be made by behalf of the Customer (save where expressly provided 13.3.1 The Customer, the Customer shall specify the reasons for otherwise in a Services Schedule where Netlayer is that change and describe the change in sufficient detail to required to carry out, create or maintain the back-up of enable Supplier to formulate a response. Supplier shall data): or investigate the likely impact upon the provision of the 14.4.2 any loss or damage resulting from internet or server Services or SaaS and, within a reasonable time, in any downtime. event, not exceeding 30 (thirty) days from receipt of the Scope Change Document, including the deliverables, 14.5 Indirect damages: Except for any claims that may arise in amended pricing and timeframes, in respect thereof. terms of clause 14.3, the Parties agree that, in the event of a breach of any of the provisions of this Agreement or a Netlayer, Netlayer shall detail in a Scope Change 13.3.2 Purchase Order, the defaulting Party shall not be liable to the Document the reasons for and impact of the change, the other Party for any Losses which constitute indirect, special services required to implement the change and the effect and/or consequential damages (which includes loss of profits, that the changes, if implemented, will have on the revenue, goodwill and business). Services or SaaS (including on pricing and timeframes). NON-DISCLOSURE 15 13.4 If a scope change proposal -The Parties shall hold in confidence all Confidential Information is acceptable to the Parties, the Scope Change Document 15.1 13.4.1 received from each other in terms of, or arising from the shall be signed off by the authorised signatories of the implementation of this Agreement, and shall not divulge or Parties: or permit the Confidential Information to be divulged to any 13.4.2 is rejected by the Customer or Netlayer (as applicable), person, save for officers, employees, consultants and professional advisors who have a need-to-know. the Services or SaaS shall continue to be provided by Netlayer on the then existing agreed terms and 15.2 Nothing in this clause 15 shall prohibit any Party from utilising and/or divulging Confidential Information or any such part of it LIMITATION OF LIABILITY 14 which -14.1 Direct damages: The Parties agree that, in the event of a was lawfully in its possession at the time of receipt: 15.2.1 breach of any of the provisions of this Agreement and/or the 15.2.2 was at the time of receipt part of the public domain or Purchase Order, the defaulting Party shall be liable to the other lawfully thereafter became part of the public domain; Party for all Losses which constitute direct damages, provided always that Netlayer's liability to the Customer for Losses 15.2.3 was lawfully received from a third party entitled to which constitute direct damages shall be limited to an amount possess and disclose that information: equal to the amount invoiced for the relevant Service during the month in which the incident occurred. it was entitled to use as permitted in terms of the 15.2.4 provisions of this Agreement: Where the insurance cover of any insurance policy that is 14.2 procured by either Party under this Agreement which is is required to be furnished by law, or by existing contract, 15.2.5 capable of being called upon to cover any liability/damage, or by any stock exchange rules and regulations on which exceeds the aggregate cap of liability specified in Clause 14.1, the shares are listed, as the case may be; or such aggregate cap of liability shall not compromise the the Receiving Party shall require in order to pursue any 15.2.6 insurance cover that can be claimed by the Customer to cover

the liability/damage in question. Accordingly, the imposition of such aggregate cap of liability shall not be construed as a

stipulatio alteri in favour of any insurer who would otherwise be liable to make payment from the insurance cover to cover a

claim that is in excess to such aggregate cap of liability under

legal remedy available to it;

the onus shall at all times rest on the Receiving Party to

establish that such information falls within such

provided that -

exclusions:

15.3

15.3.1

# **NETLAYER**

	Internet	. IT	Support . V
15.3.2	the information disclosed will not be deemed to be within the foregoing exclusions merely because such information is embraced by more general information in		any Content and that it is solely re purposes and means of proces Netlayer under this Agreement, ir
15.3.3	the public domain or in a Party's possession; and any combination of features will not be deemed to be		according to the Customer's i Netlayer in breach of any applica
101010	within the foregoing exclusions merely because individual features are in the public domain or in a Party's possession, but only in the combination itself is in the public domain or in a Party's possession.	16.4	The Customer indemnifies Netlay against Netlayer by any person a breach by the Customer of its data this Agreement and the Applicable
15.4	The determination of whether information is Confidential	17	INTELLECTUAL PROPERTY
	Information shall not be affected by whether or not such information is subject to, or protected by, common law or statute related to copyright, patent, trademarks or otherwise.	17.1	Save as expressly otherwise pro contained shall be construed so Property rights owned by one Pa
15.5	Any Party disclosing Confidential Information in terms of clause 15.2 shall limit the extent of the disclosure to that amount of information, which is practically necessary in the circumstances, taking into consideration the reasons for which it is disclosed.	17.2	All rights to the Intellectual Prope Equipment Documents and Mat Customer, whether in existence during the duration of this Agreer to the extent that Netlayer procur
15.6	Prior to revealing the Confidential Information, or any part thereof, to either of the Parties' officers, employees,		to use any Intellectual Proper Agreement, such third party.
	consultants and professional advisors who have a need-to- know, the Disclosing Party shall ensure that such officers, employees, consultants and professional advisors are made aware of the confidential nature of the information being made available to them and that they agree to keep such information confidential.	17.3	The Customer retains all right, ti Customer's Intellectual Property Netlayer is granted a non-exclus duration of this Agreement to pet the right to use, copy, maintain, derivative works of the Custo
15.7	Unless otherwise agreed in writing, it is recorded that Confidential Information, which is the property of any Party hereto, shall remain the property of that Party.		(including source code materia available documentation, manua extent necessary for the use, m
15.8	The Receiving Party shall return to the Disclosing Party, forthwith on written demand from the Disclosing Party after the termination of this Agreement for any reason whatsoever, all copies of any documents, hand written notes, computer discs and other formats in which the Confidential Information is stored (irrespective of whether the Receiving Party or another		thereof) for the sole purpose of pi to the Customer pursuant to this a be permitted to use the Customer benefit of any entities other that written consent of the Customer, Customer's sole discretion. Exce approved by the Customer, wh

- person prepared or produced them) which the Receiving Party may have obtained from the Disclosing Party, as well as all notes or copies of documents concerning the Disclosing Party which the Receiving Party may have prepared or which it may have obtained as a result of the Confidential Information being made available to it. A certificate, signed by a director/member of the Receiving Party, certifying that the Receiving Party has not retained any Confidential Information or part thereof shall be delivered simultaneously with the Confidential Information.
- 15.9 This clause 15 shall survive termination of this Agreement.

### DATA PROTECTION AND SECURITY

16

- 16.1 In relation to all Personal Data provided by or through the Customer to Netlayer, the Customer will be responsible as the data controller for complying with all data protection laws which regulate the processing of Personal Data.
- 16.2 The Customer warrants that it shall have obtained all legally required consents, authorisations and approvals and shall make all necessary disclosures before -
- including and Personal Data in Content; and 16.2.1
- 16.2.2 using the Enabling Software and SaaS...
- 16.3 The Customer confirms and acknowledges that it is solely responsible for any Personal Data that may be contained in

esponsible for determining the ssing and Personal Data by ncluding that such processing instructions shall not place ble data protection laws.

er against any claims brought arising from or in respect of a a protection obligations under le data protection laws.

- ovided herein, nothing herein as to transfer any Intellectual rty to another;
- erty in the Licensed Software, terials made available to the at Signature Date or created ment, shall vest in Netlayer or ed a license from a third party rty in accordance with this
  - itle and interest in and to the v. As of the Effective Date. sive license for the continued rform any lawful act including modify, enhance and create omer's Intellectual Property als, programmer interfaces, als and other materials to the nodification, or enhancement roviding the Services or SaaS Agreement. Netlayer shall not 's Intellectual Property for the an the Customer without the which may be withheld at the ept as otherwise requested or ich approval shall be in the Customer's sole discretion, Netlayer shall cease all use of the Customer's Intellectual Property as of date of termination of the Purchase Order or expiry of the Service Term.
- Netlayer shall not be permitted to use the Customer's Intellectual Property for the benefit of any entities other than the Customer without the written consent of the Customer, which may be withheld at the Customer's sole discretion.
  - The Customer hereby indemnifies and holds Netlayer harmless from any and all losses arising from, or in connection with any claim or action arising from the Customer's infringement of any Intellectual Property rights of Netlayer or any third party

### SUSPENSION OF SERVICES

17.4

17.5

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18.2

- 18.1 Netlayer reserves the right to suspend, change, interrupt or restrict the Services and/or SaaS for technical updates and other maintenance or operational services.
  - Netlayer reserves the right to immediately suspend or terminate the Services and/or SaaS if the Customer has breached any of the terms of this Agreement, where the continued provision of the Services is prohibited by Applicable Law or where a third party has instituted action against either Netlayer or the Customer for infringement of its Intellectual

	Property.		agreement, bill of exchange or other document issued pursuant to or in terms of this Agreement shall be binding		
19	NOTICES		unless recorded in a written document signed by the Parties.		
19.1	Any notice of other document to be served under this Agreement may be delivered by hand or sent by prepaid or registered post, and if overseas by airmail post (which, unless		Any such extension, waiver or relaxation or suspension, which is so given or made, shall be strictly construed as relating strictly to the matter in respect whereof it was made or given.		
	proven to the contrary shall be deemed to have been served on the tenth day following the date of posting) at the principal address of the other Party stipulated on the Purchase Order.	21.3	No extension of time or waiver or relaxation of any of the provisions or terms of this Agreement or any agreement, bill of exchange or other document issued or executed pursuant to		
20	FORCE MAJEURE		or in terms of this Agreement, shall operate as an estoppel against any Party in respect of its rights under this Agreement,		
20.1	Neither of the Parties shall be liable for a failure to perform any of its obligations insofar as it proves –		nor shall it operate so as to preclude such Party thereafter from exercising its rights strictly in accordance with this Agreement.		
20.1.1	that the failure was due to an impediment beyond its control;	21.4	No Party shall be bound by any express or implied term, representation, warranty, promise or the like not recorded barroin whether it induced the contract and/or whether it was		
20.1.2	that it could not reasonably be expected to have taken the impediment and its effects upon the Party's ability to		herein, whether it induced the contract and/or whether it was negligent or not.		
	perform into account at the time of the conclusion of this	22	DISPUTES, APPLICABLE LAW AND JURISDICTION		
20.1.3	Agreement; and that it could not reasonably have avoided or overcome the impediment or at least its effects.	22.1	Should any dispute, disagreement or claim arise between the Parties ("the dispute") concerning this Agreement, the Parties shall endeavour to resolve the dispute by negotiation. One of		
20.2	An impediment, as aforesaid, may result from events such as the following, this enumeration not being exhaustive:		the Parties shall invite the other Party in writing to meet to attempt to resolve the dispute within 7 (seven) days from the date of written invitation.		
20.2.1	war, whether declared or not, civil war, civil violence, riots and revolutions, acts of sabotage;	22.2	If the dispute has not been resolved by such negotiation within 14 (fourteen) days of the commencement thereof by		
20.2.2	natural disasters such as violent storms, cyclones, earthquakes, tidal waves, floods, destruction by lightning;		agreement between the Parties, then the Parties shall submit the dispute, for final resolution, to arbitration before an arbitrator ("the Arbitrator")		
20.2.3	explosions, fires, destruction of machines, of factories and of any kind of installations;	22.3	The Arbitrator shall be such person as mutually agreed upon between the Parties. If the Parties fail to reach agreement		
20.2.4	boycotts, strikes and lock-outs of all kinds, go-slows, occupation of factories and premises and work stoppages; or		regarding the appointment of the Arbitrator within a period of 5 (five) days after the dispute has been submitted to arbitration, either of the Parties may request the Arbitration Foundation of South Africa, or its successor, to appoint the Arbitrator, and the		
20.2.5	acts of authority, whether lawful or unlawful, apart from acts from which the Party seeking relief has assumed the	22.4	Parties shall be bound by such appointment.  The then current rules of the Arbitration Foundation of South		
20.2	risk by virtue of any other provisions of this Agreement.	22.4	Africa shall apply to the arbitration <i>mutatis mutandis</i> .		
20.3	For the purposes of this clause "impediment" does not include lack of authorisations, licenses, permits, or approvals necessary for the performance of this Agreement and to be issued by the appropriate authority.	22.5	Unless otherwise agreed in writing by all the Parties, any such negotiation or arbitration shall be conducted in English and in Johannesburg.		
20.4	Relief from liability for non-performance by reasons of the	22.6	The provisions of clauses 22.1 to 22.5 (inclusive) –		
	provisions of this clause shall commence on the date upon which the Party seeking relief gives notice of the impediment relied upon and shall terminate upon the date upon which such impediment ceases to exist; provided that if such impediment continues for a period of more than 60 (sixty) days either of the	22.6.1	Constitute an irrevocable consent by the Parties and no Party shall be entitled to with draw therefrom or claim at any stage of the proceedings that it is not bound by such proceedings;		
	Parties shall be entitled to terminate this Agreement.	22.6.2	Are severable from the rest of this Agreement and shall remain in effect despite the termination or invalidity or		
21	NON-WAIVER		alleged invalidity for any reason of this Agreement or any part thereof; and		
21.1	This Agreement constitutes the whole agreement between the Parties relating to the subject matter hereof.	22.6.3	Shall not preclude any Party from instituting any injunctive		
			and and in an in any annumble and		

22.7

22.8

21.2

No amendment or consensual cancellation of this Agreement

or any provision or term thereof (including this clause 21) or of any agreement, bill of exchange or other document issued or executed pursuant to or in terms of this Agreement and no settlement of any disputes arising under this Agreement and

no extension of time, waiver or relaxation or suspension of any

of the provisions or terms of this Agreement or of any

proceedings in any appropriate court.

This Agreement will in all respects be governed by and construed under the laws of the Republic of South Africa.

Subject to the provisions of this Agreement, the Parties hereto

hereby consent and submit to the non-exclusive jurisdiction of

the South Gauteng High Court, Johannesburg, of the Republic



Name:

Capacity:

Who warrants that he/she is authorised to do so

of South Africa in any dispute arising from or in connection with this Agreement. The Parties agree that any costs awarded will be recoverable in accordance with the High Court tariff, determined on an attorney-and-client scale. Agreement you are warranting that you have the requisite authority to enter into this Agreement for and on behalf of the Customer and you unequivocally consent to being bound by the terms of this Agreement.

### 23 INDEPENDENT ADVICE

- 23.1 Each of the Parties to this Agreement hereby acknowledges and agrees that:
- 23.1.1 it has been free to secure independent legal and other professional advice (including financial and taxation advice) as to the nature and effect of all of the provisions of this Agreement and that it has either taken such independent advice or has dispensed with the necessity of doing so; and
- 23.1.2 all of the provisions of this Agreement and the restrictions herein contained are fair and reasonable in all the circumstances and are in accordance with the Parties' intentions.

### 24 **SEVERABILITY**

In the event that any of the terms of this Agreement are found to be invalid, unlawful or unenforceable such terms will be severable from the remaining provisions, which shall remain of full force and effect. If any invalid term is capable of amendment to render it valid, the Parties agree to negotiate in good faith an amendment to render it valid

### 25 **COUNTERPARTS**

This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same Agreement, as the case may be, as at the date of signature of the Party last signing one of the counterparts. The Parties undertake to take whatever steps may be necessary to ensure that each counterpart is duly signed by each of them without delay.

### 26 **COST**

Each Party shall bear their own costs incidental to the preparation and execution of their obligations in terms of this Agreement.

### 27 NON SOLICITATION

27.1 The Customer hereby agrees to restrain itself from offering employment to, or employing, or causing employment to be offered to, or causing to be employed, or assisting, or advising in the employment of, or solicitation of, any of Netlayer's employees with the Customer, for the duration of the contract period and for a further 12 months thereafter. In the event that the Customer does offer employment to, or employ, or cause employment to be offered to, or cause to be employed, or assist, or advise in the employment of, or solicitation of, any of Netlayer's employees, the Customer hereby agrees that it will be liable for any damages that the Supplier suffers as a result thereof, including but not limited to, placement fees, the cost incurred in training the employee, the cost involved in training a replacement employee and any other damages that the Supplier may suffer as a result thereof.

### 28 ACCEPTANCE OF THESE TERMS

By signing a Quotation issued by Netlayer or in any manner using the Services and/or SaaS set out in this

THUS DONE	and <b>SIGNED</b> at				-		
on this the undersign	_day of ed witnesses.	, 20_	_ in the p	reser	nce of		
For: Custome	r						
Name:							
Capacity:							
Who warrants	s that he/she is authorise	d to	do so				
AS WITNES	SSES						
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For: Netlayer							