

Associations Liability Insurance

Wording Document

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Associations Liability Insurance

Important Information

Please read the following information

A. Your Duty of Disclosure

Before you enter into an insurance contract, you have a duty to tell us anything that you know, or could reasonably be expected to know, may affect our decision to insure you and on what terms.

You have this duty until we agree to insure you.

You have the same duty before you renew, extend, vary or reinstate an insurance contract.

You do not need to tell us anything that:

- reduces the risk we insure you for; or
- is common knowledge; or
- we know or should know as an insurer; or
- we waive your duty to tell us about.

If you do not tell us something

If you do not tell us anything you are required to, we may cancel your contract or reduce the amount we will pay you if you make a claim, or both.

If your failure to tell us is fraudulent, we may refuse to pay a claim and treat the contract as if it never existed.

B. Claims Made Policy

This policy provides insurance on a "Claims Made" basis. This means that the policy covers you for Claims made against you (or official investigations or inquiries first instituted) during the period of cover. It does not provide cover for:

- Claims arising from an event which occurred before the policy's "retroactive date" where such a date is specified in the schedule;
- Claims made after the period of cover expires (even where the event giving rise to the Claim occurred during the period of cover);
- Claims made, threatened or intimated before the period of cover commenced;
- Claims arising from facts or circumstances of which you first became aware before commencement of the policy and which you knew or ought reasonably to have known, had the potential to give rise to a Claim under the policy or any previous policy;
- Claims arising from circumstances noted on the proposal form or any previous proposal form.

C. Subrogation Agreements

Where another person would be liable to compensate you for any loss or damage otherwise covered by the insurance, but you have agreed with that person either before or after the loss or damage occurred that you would not seek to recover any monies from that person, the Insurer will not cover you under the insurance for such loss or damage.

D. Average Provision

Section 1.2 of the policy provides that if the Insured's liability for any Claim is for an amount in excess of the amount of the Indemnity Limit, then Berkley Insurance Australia's liability for such Defence Costs will be in the same proportion as the Indemnity Limit bears to the sum required to dispose of that Claim.

E. Privacy Statement

Berkley Insurance Australia handles your personal information in a responsible manner and in accordance with the Privacy Act 1988 (Cth).

Consent

By requesting us to provide you with insurance and insurance related services, you consent to the collection, use and disclosure of personal information you have provided to us for the purposes set out in our Privacy Policy.

How we collect your personal information

Generally we collect personal information from you or your agents. Personal information may also be collected by us from our agents and service providers; other insurers and insurance reference bureaus; third parties who may claim under your policies; service providers who assist us in investigating, processing and settling claims; third parties who may be arranging cover for a group that you are part of; statutory, regulatory and law enforcement bodies and from publicly available sources.

Why we collect personal information

The personal information we collect enables us to provide our products and services. This may include processing and settling claims; offering products and services that may be of interest to you and conducting market research for products and services that may be relevant to you.

You can choose not to receive product or service offering from us by calling (02) 92758500 Eastern Standard Time 9am to 5pm Monday to Friday inclusive. For further information, you can access our Privacy Policy at www.berkleyinaus.com.au

Who we disclose your personal information to

Your personal information may be disclosed to other parties with whom we have business arrangements for purposes set out in the paragraph above. These parties may include insurers, intermediaries, reinsurers, related companies, our advisers and parties involved in claims assessment, processing, investigation and settlement. Where required by law, we may also disclose information to government, law enforcement, dispute resolution and statutory or regulatory bodies.

Personal information about others

Where you provide personal information about others, you represent to us that you have made them aware that you will do so, the types of third parties we may disclose it to together with the purposes we and our third parties use it for, how they can access such information and how complaints can be made

Where you provide sensitive information about others, you represent to us that you have obtained their consent. If you have not, and will not do so, you must tell us before you provide the sensitive information.

Overseas Disclosure

Your personal information may be disclosed to other companies in the Berkley group, reinsurers and service providers that may be located in Australia and overseas. The countries this information may be disclosed may vary from time to time but may include the United States of America and other countries where the Berkley group has a presence.

Any information disclosed may only be used for the purposes detailed above.

Accessing your personal information and dealing with complaints

You may request access to the personal information we hold about you by calling us at any time.

Our Privacy Policy details how you can make a complaint about a breach of the privacy principles as set out in the *Privacy Act 1988 (Cth)* and our complaints process.

Our Privacy Policy is available at www.berkleyinaus.com.au

F. Contact Details

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Associations Liability Insurance

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Associations Liability Insurance

This is a claims made and notified insurance policy.

1. Insuring Clauses

1.1 Insuring Clause

1.1.1 Office Bearer's Liability

We will indemnify the Insured Persons, up to the Indemnity Limit, against civil liability for compensation including the claimant's legal costs and expenses arising from any Claim first made against the Insured Persons during the Policy Period in respect of any Wrongful Act by the Insured Persons in the capacity of principal, partner, trustee, director or officer of the Named Insured.

1.1.2 Association Reimbursement

We will indemnify the Named Insured, up to the Indemnity Limit, against civil liability for compensation including the claimant's legal costs and expenses arising from any Claim first made against the Insured Persons during the Policy Period in respect of any Wrongful Act by the Insured Persons in the capacity of trustee, director or officer of the Named Insured, but only when the Named Insured shall be required or permitted to indemnify the Insured Persons pursuant to law, or by reason of any indemnity clause in the trust deed, constitution or memorandum or articles of association of the Named Insured.

1.1.3 Professional Indemnity

We will indemnify the Insured, up to the Indemnity Limit, against civil liability for compensation including the claimant's legal costs and expenses arising from any Claim first made against the Insured during the

Policy Period caused by a breach of professional duty by the Insured in the conduct of the Professional Business.

1.1.4 Associations Liability

We will indemnify the Named Insured, up to the Indemnity Limit, against civil liability for compensation including the claimant's legal costs and expenses arising from any Claim first made against the Named Insured during the Policy Period in respect of any Wrongful Act committed by the Named Insured.

1.2 Defence Costs

We will also indemnify the Insured for Defence Costs where such costs have been incurred with Our prior written consent (such consent not to be unreasonably withheld or unreasonably delayed).

Defence Costs are part of the Indemnity Limit and will not be payable in addition to the Indemnity Limit.

2. Automatic Extensions

We will provide the following cover, PROVIDED ALWAYS THAT:

- a) the cover provided by each Automatic Extension is subject to the Schedule, Insuring Clauses, Conditions, Exclusions, Definitions and Interpretations and any other terms of the policy (unless otherwise expressly stated); and
- b) the inclusion of any Automatic Extension will not increase the Indemnity Limit. Where a sub-limit is stated in respect of any Automatic Extension, such sub-limit shall form part of and not be in addition to the Indemnity Limit.

2.1 Competition and Consumer Act and other Legislation

The cover provided by this policy extends to any Claim which arises out of conduct in contravention of the Competition and Consumer Act 2010 (Cth), Australian Securities and Investments Commission Act 2001 (Cth), Corporations Act 2001 (Cth), National Consumer Credit Protection Act 2009 (Cth) or any State or Territory Fair Trading Act but only where such conduct:

- 2.1.1 constitutes a contravention of such statute because it:
 - a) is misleading or deceptive or likely to mislead or deceive;
 - b) is the making of a false or misleading representation;
 - c) is unconscionable; or
 - d) is in breach of a warranty implied into a contract for the provision of services by any of the above Acts; and
- 2.1.2 is not intentional.

The cover provided by this extension is not subject to Exclusion 6.17.

2.2 Loss of or Damage to Documents

The cover provided under Insuring Clause 1.1.3 extends to indemnify the Insured for reasonable and necessary costs and expenses incurred by the Insured (although not the Insured's own time) in replacing, restoring or reconstituting Documents due to a physical loss of or damage to such Documents that are the property of the Insured or are in the Insured's care, custody or control in the conduct of the Professional Business and where such loss or damage is discovered and is notified to Us during the Policy Period.

The cover provided by this extension is not subject to Insuring Clauses or Exclusion 6.12.

The maximum aggregate amount payable under this extension is \$500,000.

2.3 Dishonesty of Insured Persons

The cover provided by this policy extends to any Claim brought about, or contributed to, by any dishonest, fraudulent, criminal or malicious act or omission of any Insured Person, PROVIDED ALWAYS THAT:

- 2.3.1 We will not indemnify the Insured in respect of any loss sustained in consequence of any act or omission occurring after the date of discovery of, or the reasonable cause for suspicion of, dishonest or fraudulent conduct on the part of the person concerned;
- 2.3.2 We will not indemnify the Insured in respect of any loss of negotiable instruments, bearer bonds or coupons, stamps, coins, bank or currency notes;
- 2.3.3 We will not indemnify any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission;
- 2.3.4 We will not indemnify the Named Insured where any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission is a sole principal or director of the Named Insured;
- 2.3.5 We will not indemnify the Named Insured where all principals, partners or directors of the Named Insured are persons committing or condoning such dishonest, fraudulent, criminal or malicious act or omission;
- 2.3.6 the Insured will, at Our request and expense take all reasonable steps to obtain reimbursement from any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission;
- 2.3.7 We will deduct from any amount payable under this extension any monies which but for such dishonest, fraudulent, criminal or malicious act or omission would be due from the Insured to the person committing such act, or any monies held by the Insured and belonging to such person;
- 2.3.8 We will only be liable to indemnify the Insured for the balance of loss sustained in excess of the amounts recoverable from the person(s) committing such dishonest, fraudulent, criminal or malicious act or omission or their estates or

- legal personal representatives;
- 2.3.9 Dual Sign Off was required for any withdrawal of funds from any bank or trust account operated by the Insured at the time the dishonest or fraudulent act or omission occurred;
- 2.3.10 if the dishonest or fraudulent act or omission is in connection with a trust account then the Insured's trust account must have been independently audited on an annual basis at the time of the dishonest or fraudulent act or omission; and
- 2.3.11 nothing herein will preclude Us from exercising any right of subrogation against any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission.

"Dual Sign-Off" in this extension means that any cheque payment or electronic money transfer receives prior approval by at least two approved signatories; and that the person reconciling the Insured's bank statements being a different person to the one that operates those bank accounts.

The cover provided by this extension is not subject to Exclusion 6.15.

2.4 Fiduciary Duty

The cover provided by this policy extends to any Claim made against the Insured in direct consequence of a breach of fiduciary duty owed by the Insured to a client or customer of the Named Insured.

2.5 Defamation, Libel and Slander

The cover provided by this policy extends to any Claim made as a direct consequence of any inadvertent defamation, libel or slander by the Insured arising out of the conduct of the Professional Business.

2.6 Infringement of Copyright or Patents

The cover provided under Insuring Clause 1.1.3 extends to any Claim made as a direct consequence of any inadvertent infringement or alleged inadvertent infringement of any copyright, patents or other intellectual property rights arising out of the conduct of the Professional Business.

The cover provided by this extension is not subject to Exclusion 6.18.

2.7 Newly Created or Acquired Subsidiaries

We will indemnify, in the same manner and to the same extent as the Named Insured, any entity or subsidiary acquired or created by the Named Insured during the Policy Period, PROVIDED ALWAYS THAT:

- 2.7.1 the Policy Period applicable to such cover will

be the period commencing on the date of such acquisition or creation and expiring twenty-eight (28) days after that date or on the expiry of the Policy Period (whichever is the earlier);

- 2.7.2 the retroactive date applicable to such cover will be the date of acquisition or creation of the entity or subsidiary; and
- 2.7.3 the Claim arises out of the exercise and conduct of the entity or subsidiary's business which is the same as or substantially similar to the Named Insured's Professional Business.

Note: The Named Insured may apply to Us within twenty-eight (28) days of this extension being triggered to vary the policy to continue the cover provided by this extension until the expiry of the Policy Period by notifying Us of the acquisition or creation of the entity or subsidiary and providing all information requested by Us. Any such variation will only be offered by Us at Our sole and absolute discretion and subject to any additional terms imposed including the charging of any additional premium which it considers appropriate.

2.8 Fines and Penalties

We will indemnify the Insured for Fines or Penalties arising from any Claim first made against the Insured during the Policy Period, PROVIDED ALWAYS THAT:

- 2.8.1 the Wrongful Act giving rise to the Claim was not intentional, wilful, reckless or deliberate;
- 2.8.2 indemnification is permitted at law;
- 2.8.3 We will not indemnify the Insured for Fines and Penalties imposed in connection with any requirement to pay taxes, rates, duties, levies, charges, fees or other revenue charge or impost; and
- 2.8.4 the maximum aggregate amount payable under the policy in respect of all Claims for Fines and Penalties and Defence Costs in connection with such Claims is \$100,000.

The cover provided by this extension is not subject to Exclusion 6.3.

2.9 Appointed Sub-Consultants

- 2.9.1 Insuring Clause 1.1.3 provides cover for any Claim against the Named Insured in respect of the Named Insured's civil liability directly arising out any act, error or omission of any appointed sub-consultant in the conduct of the Professional Business.
- 2.9.2 We will indemnify any appointed sub-consultant as if they were an employee of the Named Insured, PROVIDED ALWAYS THAT:
- at least 90% of such sub-consultant's income in the previous twelve (12) months to the inception date of this policy, or reasonably anticipated in the next twelve (12) months, is derived from the Named Insured;
 - such sub-consultant at the time the conduct that gave rise to the Claim was acting under the direct control of a principal, partner,

- director or employee of the Named Insured and in accordance with the Named Insured's standard operating and risk management procedures; and
- c) cover afforded under this extension will only apply in respect of an act, error or omission of the sub-consultant in the conduct of the Professional Business.

2.10 Contractual Liability

Insuring Clause 1.1.3 provides cover for any Claim against the Insured in respect of any Contractual Liability in the conduct of the Professional Business.

Note: Exclusion 6.13 limits the cover provided for Contractual Liability in certain circumstances.

2.11 Joint Venture/Consortium

Insuring Clause 1.1.3 provides cover for:

- 2.11.1 any Claim against the Insured arising out of the acts, errors or omissions of the Insured in the conduct of the Professional Business as part of any joint venture; and
- 2.11.2 the Insured's civil liability, to pay compensation, whether jointly or severally, arising from a Claim against any joint venture entity in respect of whose conduct the Insured is legally liable;

PROVIDED ALWAYS THAT:

- a) such conduct would have been covered by this policy if it had been the conduct of the Insured;
- b) such conduct occurred whilst the Named Insured was a member of the joint venture or consortium;
- c) the Named Insured has specifically declared in writing to Us, prior to entering into this policy (whether in response to a specific question in the proposal form or otherwise), its membership of the joint venture or consortium together with the turnover/fees of the joint venture or consortium (not just the Named Insured's proportion); and
- d) We have specifically agreed in writing to cover the Insured's civil liability in respect of the joint venture.

2.12 Claim Preparation Costs

We will indemnify the Insured for reasonable and necessary costs and expenses incurred with Our prior written consent (not to be unreasonably withheld) for the preparation of any claim that is covered under this policy, PROVIDED ALWAYS THAT:

- 2.12.1 cover afforded under this extension will not include any Defence Costs; and
- 2.12.2 the maximum aggregate amount payable under this extension is \$25,000.

The cover provided by this extension is not subject to Insuring Clauses.

2.13 Costs of Court Attendance

In the event of any of the under-mentioned persons attending court as a witness in connection with any Claim in respect of which the Insured is entitled to indemnity under this policy, We will pay to the Named Insured court attendance costs at the following rates per day for each day on which attendance is required:

- 2.13.1 any principal, partner or director of the Named Insured - \$650.00; and
- 2.13.2 any employee of the Named Insured - \$250.00.

The cover provided by this extension is not subject to Insuring Clauses.

2.14 Public Relations Expenses

Where a Claim has been made against the Insured for which cover is available under this policy (or where the Insured has notified facts which may give rise to a future Claim), and in the reasonable belief of the Insured the Insured's reputation has been or will be significantly impaired, then We will reimburse the Insured for any reasonable and necessary costs and expenses of a public relations consultant retained by the Insured with Our prior written consent to design and implement a reasonable and necessary publicity campaign approved by Us with the object of preventing or mitigating damage to the reputation of the Insured in consequence of such Claim or anticipated Claim.

We will not unreasonably withhold or unreasonably delay their consent or approval required by this extension.

The maximum aggregate amount payable under this extension is \$50,000. The Excess payable by the Insured is costs inclusive for any Claim made under this extension.

The cover provided by this extension is not subject to Insuring Clauses.

2.15 Mitigation Costs

We will indemnify the Insured for reasonable and necessary mitigation costs and expenses incurred or agreed to be incurred by the Insured;

- 2.15.1 as a result of a reasonable and necessary action taken by the Insured to reduce the amount of any potential Claim that would be covered under this policy; and
- 2.15.2 arising from a fact, matter or circumstance first discovered by the Insured during the Policy Period which might lead to the potential Claim that would be covered under this policy;

PROVIDED ALWAYS THAT:

- a) such fact, matter or circumstance is notified

- to Us immediately upon being discovered by the Insured, during the Policy Period and prior to the Insured incurring any such mitigation costs or expenses;
- b) no admission of liability (whether by word, conduct or otherwise) is made by the Insured;
 - c) We have given prior written consent (not to be unreasonably withheld or unreasonably delayed) to the incurring of, or agreement to incur, such mitigation costs or expenses;
 - d) We will not pay any costs or expenses incurred by the Insured in proving entitlement to coverage under this extension;
 - e) cover afforded under this extension will not include any Defence Costs; and
 - f) the maximum aggregate amount payable under this extension is \$50,000.

The cover provided by this extension is not subject to Insuring Clauses.

2.16 Emergency Defence Costs

We will indemnify the Insured for any Defence Costs which are incurred pursuant to Insuring Clause 1.2, prior to obtaining Our consent, PROVIDED ALWAYS THAT:

- 2.16.1 such Defence Costs are incurred as a result of a sudden, urgent and unexpected occurrence or occasion requiring immediate action and it would not be considered reasonable in such a situation to obtain Our consent to the incurring of Defence Costs;
- 2.16.2 Our written consent is obtained within thirty (30) days of the first of such Defence Costs being incurred;
- 2.16.3 We will only indemnify the Insured for that part of the Insured's liability in respect of such Defence Costs incurred above the Excess; and
- 2.16.4 if We subsequently refuse to indemnify the Claim to which the Defence Costs relate, the Insured must reimburse Us for any Defence Costs that We have paid.

The maximum aggregate amount payable under this extension is \$100,000.

2.17 Inquiry Costs

We will indemnify the Insured for the reasonable and necessary legal costs and expenses incurred with Our prior written consent (not to be unreasonably withheld or unreasonably delayed) for representation of

the Insured at any regulatory inquiry or other proceeding:

- 2.17.1 which has an effect on the defence of any Claim covered by Insuring Clauses; and
- 2.17.2 that the Insured first became aware of and notified Us during the Policy Period.

Subject to paragraph 2.17.1 above, the cover provided by this extension is not subject to Insuring Clause.

2.18 Legal Panel

The Insured may contact Us to access Our professional indemnity legal panel during business hours for one complimentary session up to sixty (60) minutes of verbal advice in relation to matters which are covered under this policy. In the event of a Claim arising from the matter We agree to the appointment of any of Our professional indemnity legal panel firm to act on the Insured's behalf in respect of any Claim notified to Us providing there is no existing or potential conflict of interest, in which case We will refer the Insured to another member of the panel.

The cover provided by this extension is not subject to Insuring Clauses.

2.19 Continuous Coverage

For the purpose of this clause 2.19 and this clause only, "We" shall extend to mean Berkley Insurance Company (trading as Berkley Insurance Australia) and W. R. Berkley Insurance (Europe) Limited (trading as W. R. Berkley Insurance Australia).

We will indemnify the Insured for any Claim arising from any fact, matter or circumstance known to the Insured, prior to the Policy Period, and which the Insured knew, or a reasonable person in the Insured's profession or position could, in the circumstances, be expected to know, might give rise to a Claim against the Insured, PROVIDED ALWAYS THAT:

- 2.19.1 We were the professional indemnity insurer of the Insured when the Insured first became aware of such fact, matter or circumstance;
- 2.19.2 We continued without interruption to be the professional indemnity insurer of the Insured from the time mentioned in paragraph 2.19.1 above up until the Policy Period;
- 2.19.3 had We been notified by the Insured of such fact, matter or circumstance when the Insured first became aware of it, the Insured would have been covered under the policy in force at that time but is not now entitled to be covered by that policy because the Insured did not notify the fact, matter or circumstance;
- 2.19.4 neither the Claim nor the fact, matter or circumstance has previously been

- notified to Us or to any other insurer;
- 2.19.5 there is an absence of fraudulent noncompliance with the Insured's duty of disclosure and an absence of fraudulent misrepresentation by the Insured in respect of such facts or circumstances;
- 2.19.6 We may reduce Our liability to the extent of any prejudice We may suffer in connection with the Insured's failure to notify the facts or circumstances giving rise to a Claim prior to the Policy Period;
- 2.19.7 if the Insured was entitled to have given notice under any other policy of insurance not issued by Us and thereby have an entitlement to indemnity, in whole or in part, then this Continuous Coverage extension does not apply; and
- 2.19.8 the Indemnity Limit provided for any Claim covered by this extension is the lesser available under the terms of the policy in force at the earlier time referred to in paragraph 2.19.3 above, or under this policy. The terms of this policy otherwise apply.

The cover provided by this extension is not subject to Exclusion 6.1.2.

2.20 Run-Off Cover

We agree that, in the event that a Named Insured entity ceases to exist or operate or is consolidated with, merged into or acquired by any other entity, then the cover provided under this policy with respect to such Named Insured entity (and any person who is or was a principal, partner, director or employee of such Named Insured prior to the date on which such Named Insured entity ceased to exist or operate or was consolidated with, merged into or acquired by another entity) will continue until the expiry of the Policy Period or cancellation of this policy, whichever is earlier, PROVIDED ALWAYS THAT such cover will only apply:

- 2.20.1 under Insuring Clause 1.1.1, to any Claims in respect of any Wrongful Act by the Insured Persons in the capacity of principal, partner, trustee, director or officer of the Named Insured;
- 2.20.2 under Insuring Clause 1.1.2, to any Claims in respect of any Wrongful Act by the Insured Persons in the capacity of principal, partner, trustee, director or officer of the Named Insured, but only when the Named Insured shall be required or permitted to indemnify the Insured Persons

- pursuant to law, or by reason of any indemnity clause in the trust deed, constitution or memorandum or articles of association of the Named Insured;
- 2.20.3 under Insuring Clause 1.1.3, to any Claims in respect of any Wrongful Act causing a breach of professional duty in the conduct of the Professional Business;
- 2.20.4 under Insuring Clause 1.1.4, to any Claims in respect of any Wrongful Act by the Named Insured; and
- 2.20.5 where the Wrongful Act referred to in paragraphs 2.20.1 to 2.20.4 above occurred prior to the date on which such Named Insured entity ceased to exist or operate or was consolidated with, merged into or acquired by another entity;
- unless otherwise agreed in writing by Us.

2.21 Severability

Where the Insured comprises more than one entity, any conduct on the part of an Insured whereby such Insured:

- 2.21.1 failed to comply with the duty of disclosure in terms of the Insurance Contracts Act 1984 (Cth); or
- 2.21.2 made a misrepresentation to Us before this contract of insurance was entered into;

will not prejudice the right of any other Insured to indemnity as may be provided by this policy, PROVIDED ALWAYS THAT:

- a) such other Insured is entirely innocent of and have no prior knowledge of any such conduct. The onus of proof in this regard will be upon such other Insured;
- b) such other Insured will, as soon as is reasonably practicable upon becoming aware of any such conduct, advise Us in writing of all known facts in relation to such conduct; and
- c) enquiry has been made by each Named Insured, before the contract of insurance was entered into of each other Named Insured and persons who make up the Insured for the purposes of complying with the duty of disclosure under the Insurance Contracts Act 1984 (Cth).

Note: This provision does not limit the duty of disclosure owed by the entities or persons that make up the Insured.

2.22 Estates and Legal Representatives

In the event of the death, mental disorder and/or other incapacity or insolvency or bankruptcy of the Insured Person, We will indemnify the estate, heirs, legal representatives or assignees of the Insured Person in respect of any civil liability of

the Insured Person to the extent that the Insured Person would have been covered by Insuring Clauses 1.1.1, 1.1.3 and 1.2 if the Insured Person was alive, had capacity or was not insolvent or bankrupt PROVIDED ALWAYS THAT such persons will observe and be subject to all the terms conditions and exclusions of this policy insofar as they can apply.

2.23 Reinstatement of the Indemnity Limit

If the Indemnity Limit is partially reduced or exhausted by any Claim covered by Insuring Clause 1.1.3 and/or any associated Defence Costs covered by Insuring Clause 1.2 then We will reinstate the Indemnity Limit for any subsequent Claims covered by Insuring Clause 1.1.3 and any associated Defence Costs covered by Insuring Clause 1.2, PROVIDED ALWAYS THAT:

- 2.23.1 such reinstatement shall only apply to subsequent Claims and Defence Costs that are totally unrelated or unconnected to the Claim, Claims and/or Defence Costs that reduced or exhausted the Indemnity Limit; and
- 2.23.2 We will be liable for no more than twice the Indemnity Limit in the aggregate in respect of all Claims and Defence Costs.

2.24 Advancement of Defence Costs

In respect of Insuring Clause 1.1.1, if We do not exercise Our rights under Claims Condition 4.3 to take over the conduct of the Claim on behalf of the Insured Persons and providing that We have not denied indemnity in respect the Claim, then We will advance Defence Costs in accordance with Insuring Clause 1.2.

If it is subsequently shown that the Insured Person was not entitled to indemnity under this policy, then We retain the right to seek recovery of the Defence Costs advanced.

2.25 Outside Directorships (including run off cover)

The Named Insured (under Insuring Clause 1.1.2) and the Insured Persons (under Insuring Clause 1.1.1) are indemnified for any Claim first made against an Insured Person who was, is or becomes at the written request of the Named Insured a director officer or equivalent position in any Outside Entity.

Coverage afforded under this extension shall be specifically in excess of any indemnity provided by the Outside Entity as well as any insurance contract in force or available from the Outside Entity.

2.26 Spousal Liability Cover

Under Insuring Clauses 1.1.1 and 1.1.3, the Spouse of an Insured Person is indemnified by Us for any Claim first made against the Spouse during the Policy Period arising out of a Wrongful Act committed by the Insured Person so long as the Claim is only made because the Spouse is the Spouse of the Insured Person and relates to property either held as joint tenants or property that was transferred to the Spouse by the Insured Person solely for lawful purposes.

3. Optional Extensions

We will provide the following cover, PROVIDED ALWAYS THAT:

- a) each Optional Extension will only apply where it is specifically noted in the Schedule as included;
- b) the cover provided by each Optional Extension is subject to the Schedule, Insuring Clauses, Claims Conditions, General Conditions, Exclusions, Definitions and Interpretations and any other terms of the policy (unless otherwise expressly stated); and
- c) the inclusion of any Optional Extension will not increase the Indemnity Limit. Where a sub-limit is stated in respect of any Automatic Extension, such sub-limit shall form part of and not be in addition to the Indemnity Limit.

3.1 Fidelity

We will indemnify the Named Insured for loss of negotiable instruments, bearer bonds or coupons, stamps, bank or currency notes belonging to the Named Insured or for which the Named Insured is legally liable where any such loss is sustained in consequence of any dishonest or fraudulent act or omission of any principal, partner, trustee, director, officer or employee of the Named Insured, PROVIDED ALWAYS THAT:

- 3.1.1 such loss is first discovered by the Named Insured during the Policy Period and is notified in writing to Us within twenty-eight (28) days of the date of such discovery (but never beyond the expiry of the Policy Period);
- 3.1.2 We will not indemnify the Named Insured for any loss sustained in consequence of any act or omission occurring after the date of discovery of, or the reasonable cause for suspicion of, dishonest or fraudulent conduct on the part of the person concerned;
- 3.1.3 We will not indemnify any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission;
- 3.1.4 the Named Insured will, at Our request and expense take all reasonable steps to obtain reimbursement from such person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission;
- 3.1.5 any monies which but for such dishonest, fraudulent, criminal or malicious act or omission would be due from the Named Insured to the person committing such act, or

any monies held by the Named Insured and belonging to such person, will be deducted from any amount payable under this insurance;

- 3.1.6 We will only indemnify the Named Insured for the balance of loss sustained in excess of the amounts recoverable from the person committing such dishonest, fraudulent, criminal or malicious act or omission or their estates or legal personal representatives;
- 3.1.7 any indemnity under this extension is subject to the Fidelity Excess specified in the Schedule which shall apply inclusive of Defence Costs and to each and every loss incurred by the Named Insured;
- 3.1.8 nothing herein will preclude Us from exercising any right of subrogation against any person committing or condoning such dishonest, fraudulent, criminal or malicious act or omission; and
- 3.1.9 the maximum aggregate amount payable under this extension is \$50,000.

The cover provided by this extension is not subject to Insuring Clauses or Exclusion 6.15.

3.2 Extended Continuity Cover

Where:

- 3.2.1 a Named Insured held a professional indemnity insurance policy for a period of twelve (12) months immediately preceding this Policy Period (the Preceding Policy); and
- 3.2.2 the Preceding Policy was issued by an insurance company which was fully authorised under the Insurance Act 1973;

then, for the purposes of Automatic Extension 2.19 "Continuous Coverage", We will treat the Preceding Policy as if it were a policy issued by Us.

3.3 Multi Year Run-Off

In the event that, during the Policy Period, a Named Insured entity merges with or is taken over by another entity, or is sold or wound up, then We will make available to such Named Insured entity (and any person who is or was a principal, partner, director or employee of such Named Insured prior to the effective date of such merger, takeover, sale or winding up) an extension to the Policy Period for a period of up to an additional six (6) years and provide indemnity in respect of Claims first made during that additional period PROVIDED ALWAYS THAT:

- 3.3.1 such Named Insured shall give Us written notice of such merger, takeover, sale or winding up as soon as reasonably practicable and during the Policy Period;
- 3.3.2 Our offer to extend cover may be subject to such additional terms, conditions and premium as We may reasonably impose;
- 3.3.3 such extension of the Policy Period will not take effect until Our offer is accepted by such Named Insured; and
- 3.3.4 such extension will only apply:
 - 3.3.4.1 under Insuring Clause 1.1.1, to any Claims in respect of any Wrongful Act by the Insured Persons in the capacity of principal, partner, trustee, director or officer of the Named Insured;
 - 3.3.4.2 under Insuring Clause 1.1.2, to any Claims in respect of any Wrongful Act by the Insured Persons in the capacity of principal, partner, trustee, director or officer of the Named Insured, but only when the Named Insured shall be required or permitted to indemnify the Insured Persons pursuant to law, or by reason of any indemnity clause in the trust deed, constitution or memorandum or articles of association of the Named Insured;
 - 3.3.4.3 under Insuring Clause 1.1.3, to any Claims in respect of any Wrongful Act causing a breach of professional duty in the conduct of the Professional Business;
 - 3.3.4.4 under Insuring Clause 1.1.4, to any Claims in respect of any Wrongful Act by the Named Insured; and
 - 3.3.4.5 where the Wrongful Act referred to in paragraphs 3.3.4.1 to 3.3.4.4 above occurred prior to the effective date of such merger, takeover, sale or winding up.

Note: The Indemnity Limit is not increased by this extension notwithstanding the extended Policy Period.

3.4 Employment Practices Liability

We shall indemnify the Insured for the amount of any Claim including claimant's costs and expenses first made against the Insured and notified to Us during the Policy Period in respect of any Employment Practices Wrongful Act by the Insured.

Any indemnity under this extension is subject to the EPL Excess specified in the Schedule. EPL Excess will apply in relation to each and every person who brings a claim against the Insured and includes Defence Costs.

Our total aggregate liability under this extension shall not exceed \$2,000,000 in all for the Policy Period or the Indemnity Limit whichever is the lesser, which amount is part of, and not in addition to the Indemnity Limit.

We shall not pay any Claim based upon, arising out of, attributable to or in any way connected to any Employment Practice Wrongful Act committed or alleged to have been committed prior to the EPL retroactive date (if any) specified in the Schedule or any Employment Practice Wrongful Act occurring on or subsequent to such EPL retroactive date which is related to or a continuation of or repetition of or causally connected to an Employment Practice Wrongful Act occurring prior to such EPL retroactive date.

We shall not indemnify the Insured under this extension for any amounts in connection with or any part of a Claim for:

- 3.4.1 any obligation pursuant to any law or any regulation in any jurisdiction in respect of workers' compensation, disability benefits, redundancy or unemployment benefits or compensation, unemployment insurance, retirement benefits, social security benefits or any similar law or regulation whatsoever;
- 3.4.2 bodily injury (excluding mental injury which includes but is not limited to mental stress and mental anguish), disease or death of any Employee or damage to or destruction of any property of any Employee, including loss of use;
- 3.4.3 any salary or wages for anyone whilst in the employment of the Named Insured or would have been entitled to as an Employee had the Named Insured provided the claimant with a continuance, reinstatement or commencement of employment;
- 3.4.3 a contract of employment alleged to be unfair;
- 3.4.4 any employment related benefits to which the claimant would have been entitled as an Employee had the Named Insured provided the claimant with a continuance, reinstatement or commencement of employment;
- 3.4.5 industrial disputes involving a strike, picket, lockout, go slow or work to rule;
- 3.4.6 contractual damages based upon the terms of a contract of employment; or
- 3.4.7 any liability or costs incurred by the Named Insured to modify any building or property in order to make such a building or property more accessible or accommodating to any person.

The cover provided by this Extension 3.4 is not subject to the Insuring Clauses or Exclusion 6.9, 6.10 or 6.12.

4. Claims Conditions

The following conditions apply to this insurance:

4.1 Discovery and Notice of a Claim

If during the Policy Period the Insured receives notice of any Claim that may be covered under this insurance the Insured will give notice to Us as soon as practicable and before the expiry of the Policy Period.

Notice of any Claim will be provided in writing to:
National Head of Claims
australiacclaims@berkleyinaus.com.au
Berkley Insurance Australia
PO Box Q296
QVB NSW 1230.

4.2 Admission of Liability

In the event of any Claim, the Insured will not admit liability and no admission, offer, settlement, promise or payment will be made by the Insured without Our prior written consent.

4.3 Conduct of Claims

Following notification of any Claim under this policy, We will be entitled to take over and conduct in the name of the Insured the investigation, defence or settlement of any such matter. The Insured will Cooperate with and give all such assistance as We may reasonably require.

4.4 Claim Settlements

We may at any time pay (or agree to pay) to the Insured in connection with any Claim or Claims the Indemnity Limit (less the Excess, any sums already paid and unpaid Defence Costs incurred with Our prior written consent) and upon such payment (or agreement to pay) We will not be under any further liability in respect of such Claim or Defence Costs except for Defence Costs incurred prior to such payment (or agreement to pay) with Our prior written consent.

In no circumstances will We be liable in respect of such Claim or Claims for an amount greater than otherwise provided for in this policy. In the event that:

- 4.4.1 We have made a payment in excess of the amount for which We would otherwise have been liable in accordance with the policy in respect of such Claim or Defence Costs, the Insured will refund to Us that proportion of the payment which

exceeds the amount which We would otherwise have been liable for in accordance with the policy; and

- 4.4.2 We have agreed to pay an amount in excess of the amount which We would otherwise have been liable for in accordance with the policy in respect of such Claim or Defence Costs, Our liability in respect of such agreement will be limited to the amount which We would otherwise have been liable for in accordance with the policy.

4.5 Our and the Insured's Right to Defend

The Insured will not be required to contest any legal proceedings unless a Senior Counsel (to be mutually agreed upon by the Insured and Us or failing agreement to be appointed by the President of the Bar Association of the State or Territory of Australia where this policy is issued) advises that, taking due account of the interests of both Us and the Insured, the defence of such proceedings has reasonable prospects of being successful and should be contested having regard to the alternative to contesting the proceedings.

If the Insured wishes to continue to contest any Claim which We wish to settle, the Insured may do so. However, Our maximum liability in respect of that Claim will thereafter be limited to the amount for which the Claim could have been settled plus Defence Costs incurred with Our prior written consent up to the date upon which it would have reasonably settled the Claim, less any unpaid Excess or the final amount of the Claim including Defence Costs.

4.6 Excess

In respect of each Claim or loss covered by this policy the Insured is liable for the amount of any Excess stated in the Schedule and We will have no liability for the amount of any Excess.

4.7 Allocation

Where the Insured is entitled to indemnity pursuant to Insuring Clause 1.2 Defence Costs in circumstances where a Claim is made and part of that Claim for compensation arises out of, is in connection with or is related to facts or matters that are not covered by this policy then, Our liability under this policy is limited to that proportion of the Defence Costs which represents a fair and equitable allocation between the Insured and

Us, taking into account the relative legal and financial exposures attributable to covered allegations and allegations that are not covered under this policy.

In circumstances where the Insured and Us cannot agree on an allocation between covered allegations and allegations that are not covered, the dispute shall be submitted to binding opinion from a Senior Counsel agreed between the parties or, failing agreement, appointed by the President of the Bar Association of the State or Territory of Australia where this policy is issued.

5. General Conditions

The following conditions apply to this insurance (for the purposes of these conditions any reference to Claim also includes reference to legal costs and expenses and a Fine or Penalty):

5.1 Jurisdiction and Service

In the event of a dispute arising under or in connection with this policy, We at the request of the Insured will submit to the jurisdiction of competent courts in the Commonwealth of Australia. The dispute shall be determined in accordance with the law and practice of that jurisdiction, as applied in those courts.

5.2 Terms of Payment

All premiums due to Us under this policy will be paid within thirty (30) days from the policy's inception.

5.3 Cancellation

The circumstances and manner in which We may cancel this insurance is governed by the Insurance Contracts Act 1984 (Cth).

The Insured may cancel this insurance at any time by giving fourteen (14) days' notice and provided there have been no notifications made by the Insured under this policy the Insured will be entitled to a pro rata refund. If the Insured has made a notification under the policy then the Insured is not entitled to any refund.

In any event We are entitled to retain a minimum premium of \$750.00 in the event of cancellation by the Insured.

5.4 Subrogation

If any payment is made by Us, the Insured grants to Us all rights of recovery against any parties from whom a recovery may be made and the Insured will take all reasonable steps to preserve such rights.

5.5 Claims Aggregation

Where two (2) or more Claims are in connection with the same original cause, a series of related or interrelated events or causes or breaches of duty, then all such Claims will constitute one Claim under this policy; and

5.5.1 only one (1) Excess will be payable by the Insured; and

5.5.2 the maximum amount payable by Us in respect thereof will not exceed the Indemnity Limit (except in respect of Defence Costs which are stated to be "in addition" to the Indemnity Limit).

5.6 Alteration to Risk

The Insured will give Us written notice as soon as reasonably practicable of any material alteration to the risk during the Policy Period including but not limited to:

5.6.1 an Insured going into voluntary bankruptcy, receivership, liquidation or any other form of external administration or an Insured failing to pay debts or breaching any other obligation which could give rise to the appointment of a receiver or bankruptcy or winding-up proceedings; and

5.6.2 any material change in the nature of the advice or professional services offered by an Insured or any material change in the Professional Business.

Where such notice is given and/or where there is any material alteration to the risk, We will be entitled to cancel this policy in accordance with the Insurance Contracts Act 1984 (Cth).

5.7 GST

Where We are required to indemnify the Insured and the Insured is entitled to claim an input tax credit in relation to GST the amount of such input tax credit will be deducted from any amount payable by Us.

Where the Insured is entitled to claim an input tax credit in relation to GST for a payment required to be made by the Insured as an Excess, then the monetary limit of the Excess shall be deemed to be net of the Insured's entitlement to the Input tax credit.

6. Exclusions

We shall not be liable to indemnify the Insured in respect of any Claim, liability, loss, cost, expense, Fine or Penalty directly or indirectly arising out of, related to, or in connection with:

6.1 Previously Known Claim or Circumstance

any:

- 6.1.1 Claim made upon the Insured prior to the inception of this policy;
- 6.1.2 fact, matter or circumstance known to the Insured, at any time prior to the inception of this policy, and which the Insured knew or a reasonable person in the Insured's profession could, in the circumstances, be expected to know or have known might give rise to a Claim against the Insured;
- 6.1.3 fact, matter or circumstances which were disclosed by the Insured to Us prior to the inception of this policy, whether in the proposal or otherwise; or
- 6.1.4 fact, matter or circumstance which was notified by the Insured to any prior insurer.

6.2 Trading Losses and Insolvency

- 6.2.1 any trading losses or trading liabilities or debts incurred by any business managed or carried on by the Insured; or
- 6.2.2 the insolvency of the Insured.

6.3 Fines, Penalties, Punitive, Multiple or Exemplary Damages

any fine or penalty or any multiple, exemplary, punitive or aggravated damages.

6.4 Nuclear Risks

- 6.4.1 ionizing radiations or contamination by radioactivity from any nuclear fuel or from any nuclear waste from the combustion of nuclear fuel; or
- 6.4.2 the radioactive, toxic, explosive or other hazardous properties of any explosive nuclear assembly or nuclear component thereof.

6.5 War and Terrorism

any of the following regardless of any other cause or event contributing concurrently or

in any other sequence any of the following:

- 6.5.1 war, invasion, acts of foreign enemies, hostilities or warlike operations (whether war be declared or not), civil war, mutiny, revolution, rebellion, insurrection, uprising, military or usurped power, confiscation by order of any public authority or government de jure or de facto, martial law;
- 6.5.2 riots, strikes or civil commotion;
- 6.5.3 any Act of Terrorism; or
- 6.5.4 any action taken in controlling, preventing, suppressing, retaliating against or responding to or in any way relating to those things in 6.5.1 to 6.5.3 above.

The burden of proving that a Claim does not fall within this exclusion will be upon the Insured.

6.6 Asbestos, Toxic Mould and Pollution

asbestos, toxic mould, seepage, Pollution or contamination of any kind.

6.7 USA/Canada

- 6.7.1 any action brought in any court of the United States of America, Canada or their dominions or protectorates or any judgement registered or lodged in any jurisdiction in connection with such an action; or
- 6.7.2 any work or activities undertaken by the Insured in the United States of America, Canada or their dominions or protectorates.

6.8 Loss of Documents - Magnetic or Electrical Media

the physical loss of or damage to Documents which are stored on magnetic or electrical media unless such Documents have been duplicated on magnetic or electrical media with the intention that in the event of loss or damage the duplicate can be used as the basis for restoring the Documents to their original status.

6.9 Liability arising out of Employment

bodily injury, mental injury (including but not limited to mental stress and mental anguish), harassment, bullying, invasion of privacy, disease or death of any employee of the Insured or damage to or destruction of any property of any employee, including loss of use, arising out of, or in the course of, their employment or any dispute in connection with employment.

6.10 Employment practice Wrongful Act

any Employment Practice Wrongful Act.

6.11 Liability Involving Transport or Property Owned by the Insured

the ownership, possession or use by or on behalf of the Insured of any:

6.11.1 aircraft, watercraft, hovercraft, motor vehicle or trailer; or

6.11.2 buildings, structures, premises or land or that part of any building leased, occupied or rented by the Insured or any property of the Insured.

6.12 Bodily Injury and/or Property Damage

bodily injury, mental injury (including but not limited to mental stress and mental anguish), harassment, invasion of privacy, disease or death of any person(s) or loss of or damage to property.

6.13 Contractual Liability

any liability assumed by the Insured under any contract or agreement where such liability would not have existed in the absence of such a contract or agreement including, without limitation, any contractual term or agreement:

6.13.1 to pay liquidated damages or any penalty; or

6.13.2 in the nature of an indemnity, release, hold harmless, warranty or guarantee.

6.14 Supply of Goods

6.14.1 the sale, endorsement, manufacture, installation, construction, alteration, repair, servicing or treating of any goods or products sold, distributed or supplied including but not limited to the sale and/or supply of hardware and/or software by the Insured; or

6.14.2 any defective workmanship or defective materials relating to physical works of construction.

6.15 Fraud, Dishonest Criminal or Intentional Loss Damage or Injury

any act, error or omission of any Insured which is dishonest, fraudulent, criminal or malicious or which is intended by that person to cause

loss, damage or injury or to deprive a third party of a right to which they would otherwise be entitled (or which is done or omitted to be done with reckless disregard for the consequences) or is a wilful or reckless breach of statute, contract or duty.

6.16 Professional Duty

any Wrongful Act causing a breach of professional duty by the Insured in the conduct of the Professional Business. However this exclusion 6.16 does not apply to Insuring Clause 1.1.3.

6.17 Certain Legislation

the Competition and Consumer Act 2010 (Cth), Australian Securities and Investments Commission Act 2001 (Cth) or any State or Territory Fair Trading Act.

6.18 Infringement of Intellectual Property Rights

any inadvertent infringement or alleged infringement of any copyright or patents or other intellectual property rights.

6.19 Payments or Benefits Received

any fees, charges, disbursements, expenses, costs, taxes, commissions or other payments or benefits of whatsoever kind received or retained by, or paid or payable to, the Insured in connection with the Professional Business.

6.20 Associated Companies

made against the Insured by any firm, company, partnership or other entity in which the Insured or any director, partner or principal of the Insured has a financial or executive interest or which has a financial or executive interest in the Insured unless solely emanating from an independent and unrelated third party.

6.21 Retroactive Date

6.21.1 any Employment Practices Wrongful Act committed or alleged to have been committed prior to the EPL retroactive date (if any) specified in the Schedule; or

6.21.2 any Wrongful Act (except Employment Practices Wrongful Act) committed or alleged to have been committed prior to the retroactive date (if any) specified in the Schedule.

6.22 Investment Advice

the giving of any express or implied warranty or guarantee, making a representation, failing to give an appropriate warning or engaging in misleading and deceptive conduct relating to the financial return (including, without limitation, any actual,

historical, anticipated, forecast or projected financial return) of any investment or portfolio of investments.

6.23 Medical Treatment or Research

medical treatment, advice, service or research and development.

6.24 Failure to maintain Insurance

from the failure of the Insured to arrange and/or maintain insurance.

To the extent that any parts of the above exclusions are found to be invalid or unenforceable, the remainder of each exclusion and all other exclusions shall remain in full force and effect.

7. Definitions and Interpretations

Headings and notes are for information purposes only and are not to be construed as part of this insurance. Various words and phrases are used in this insurance and wherever they appear in capital letters and whether they are used in the plural or singular form, they are deemed to have the meaning set out below:

7.1 Act of Terrorism

Means an activity that:

- 7.1.1 involves a violent act or the unlawful use of force or an unlawful act dangerous to human life, tangible or intangible property or infrastructure, or a threat thereof; and
- 7.1.2 appears to be intended to:
 - 7.1.2.1 intimidate or coerce a civilian population;
 - 7.1.2.2 disrupt any segment of the economy of a government de jure or de facto, state or country;
 - 7.1.2.3 overthrow, influence, or affect the conduct or policy of any government de jure or de facto by intimidation or coercion; or
 - 7.1.2.4 affect the conduct of a government de jure or de facto by mass destruction, assassination, kidnapping or hostage taking.

7.2 Claim

Means:

- 7.2.1 any writ, application, summons or other originating legal process, cross claim or counter claim issued against or served on the Insured claiming damages or other compensatory relief;
- 7.2.2 the positive assertion in writing of a legal entitlement to damages or other compensatory relief in connection with an alleged civil liability on the part of the Insured, in terms evincing an intention to pursue such legal entitlement; or
- 7.2.3 for the purpose of Automatic Extension 2.8, any enforcement action or proceeding served on the Insured seeking to impose any Fine or Penalty.

7.3 Contractual Liability

Means liability which attaches by virtue of a contract

or agreement but only to the extent to which it would have attached in the absence of such contract or agreement.

7.4 Cooperate

Means that the Insured:

- 7.4.1 assists Us and Our duly appointed representatives to put forward the best possible defence of a Claim within the time constraints available;
- 7.4.2 will have adequate internal systems in place, which will allow ready access to material information; and
- 7.4.3 will at all times and at its own cost give to Us or Our duly appointed representatives all such information, assistance, signed statements or depositions as may properly be required to facilitate compliance with all applicable Court Rules and Practice Directions, recoveries and subrogation claims.

7.5 Defence Costs

Means all reasonable and necessary costs and expenses incurred in the investigation, reporting on, defence or settlement of any Claim in respect of which We are liable to indemnify the Insured under this policy. This also includes reporting in writing to Us on the investigation, defence or settlement of any Claim.

7.6 Documents

Means project models or displays, deeds, wills, agreements, maps, plans, records, photographs or negatives, written or printed books, letters, certificates or written or printed documents of any nature whatsoever and will include computer software and systems records (electronic data will be deemed to be physical property for the purposes of this insurance). This definition excludes bearer bonds, coupons, stamps, coins, bank or currency notes and other negotiable instruments.

7.7 Employment Practice Wrongful Act

Means:

- 7.7.1 discrimination with respect to the terms or conditions of employment on the basis of an individual's race, colour, religion, age, sex, national origin, disability, pregnancy, sexual orientation or preference or other status protected under applicable law;

- 7.7.2 sexual harassment, including unwelcome sexual advances, requests for sexual favours, and any unwelcome verbal, visual or physical contact of a sexual nature which:
- a) is explicitly or implicitly made a term or condition of employment;
 - b) creates a hostile or offensive working environment; or
 - c) when rejected or opposed by a person becomes a basis for decisions regarding that person's employment;
- 7.7.3 defamation (including libel and slander) which relates to a person's job skills, job performance, qualifications for employment, professional reputation, disciplinary history, or termination of employment;
- 7.7.4 wrongful termination of employment or refusal to hire; or
- 7.7.5 an adverse change in the terms and conditions of a person's employment in retaliation for that person's exercise of his or her rights under law, or support of the rights of another.

7.8 Excess

If the Schedule states that the Excess is Defence Costs "inclusive" then Excess will mean the sum shown in the Schedule unless otherwise stated in this insurance and will be the first amount payable of each Claim made against the Insured.

If the Schedule states that the Excess is Defence Costs "exclusive" then Excess will mean the sum shown in the Schedule unless otherwise stated in this insurance and will be the first amount payable of each Claim made against the Insured excluding Defence Costs.

The Excess shall be net of any input tax credit the Insured may be entitled to claim in relation to GST.

7.9 Fine or Penalty

Means:

- 7.9.1 a penalty imposed upon the Insured by any regulatory authority arising from any actual or alleged breach of any occupational health and safety or environmental legislation; or
- 7.9.2 any compensatory civil penalty.

7.10 Indemnity Limit

Means the sum shown in the Schedule which is available to indemnify the Insured in respect of any one Claim and in the aggregate during the Policy Period subject to Automatic Extension 2.24.

7.11 Insured

Means:

- 7.11.1 the Named Insured; and/or
- 7.11.2 any Insured Person but only in respect of work performed as an Insured Person and on behalf of the Named Insured.

7.12 Insured Persons

Means any person who is was or becomes a principal, partner, trustee and/or a director or officer of the Named Insured.

In respect of insuring clause 1.1.3, and automatic extension 2.3, this definition extends to include employee(s) of the Named Insured subject to all the terms, conditions and exclusions of this insurance.

7.13 Named Insured

Means the person(s), partnership, company, corporation or other entity named as the Named Insured in the Schedule.

7.14 Outside Entity

Means any not for profit organisation other than a Named Insured.

7.15 Policy Period

Means the period shown in the Schedule.

7.16 Pollution

Means any one or a combination of a release, emission, discharge, dispersal, disposal, escape of any substances, which are capable of causing harm (which will mean any harm to the health of any living organism or interference with ecological systems of which they form part and, in the case of a person, will include offence caused to any of their senses) into or onto any water, land or air.

7.17 Preceding Policy

Means an insurance policy providing professional indemnity insurance for a period of twelve (12) months immediately preceding, without interruption, the Policy Period.

7.18 Professional Business

Means the professional services provided by or on behalf of the Insured as described in the Schedule.

7.19 Schedule

Means the document entitled 'Schedule' that relates to this insurance.

7.20 Spouse

Means the legally recognised spouse of the Insured Person.

7.21 We, Us, Our

Means Berkley Insurance Company (trading as Berkley Insurance Australia) ABN 53 126 559 706.

7.22 Wrongful Act

Mean any libel, slander or defamation of character, any error, mis-statement, omission, neglect, negligence, breach of duty, breach of statutory duty, breach of trust (including breach of constructive trust), breach of confidentiality resulting in a civil liability incurred by the Insured.