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## Privacy Policy

DevEx Resources Limited ACN 009 799 553 (Company)

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### 1 Purpose

This Privacy Policy is DevEx's official online privacy policy and it applies to all personal information collected by DevEx. In this policy we explain how and why we collect personal information, how we use and disclose it, and how to contact us if you have any queries about personal information that we hold about you.

DevEx is committed to complying with the *Privacy Act 1988* (Cth), including the Australian Privacy Principles (**APPs**) and to protecting and safeguarding the privacy of personal information that we hold.

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### 2 What is personal information?

'Personal information' is information or an opinion about an identified individual, or an individual who is reasonably identifiable, whether the information or opinion is true or not and whether the information or opinion is recorded in a material form or not. Examples include an individual's name, address, contact number and email address.

'Sensitive information' is a special category of personal information. Sensitive information includes health information and information or an opinion about an individual's race or ethnic origin, political opinions, religious or philosophical beliefs, membership of a professional or trade association, or trade union, criminal record, sexual orientation or practices, genetic information, and certain biometric information.

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### 3 Collection of Information

Some information provided to us by clients, customers, contractors and other third parties might be considered private or personal. Without these details we would not be able to carry on our business and provide our services to you. We will only collect such personal information if it is necessary for one of our functions or activities.

The kinds of personal information we collect and hold about you will depend upon the nature of our relationship with you and the circumstances of a collection.

In particular, personal information is collected from people in the following situations by DevEx:

- If you contact DevEx, we may keep a record of that correspondence.
- When you submit your e-mail address to our web site mailing list.
- When you apply for a job with DevEx or are engaged as a contractor to DevEx, we will collect your name, contact details and employment details. We may also collect sensitive information about you, depending on the role you apply for or are appointed to.

We may also collect and hold personal information about you that is sensitive information under the Privacy Act. For example, if you apply for a role with us, or are engaged by us as a contractor, at one of our sites, there are a number of checks that may be conducted to assess your suitability for a role, including criminal background checks, and medical, drug and alcohol testing. Once engaged, you may also be required to undergo medical, drug and alcohol testing. We may also collect information about

your trade or union associations. We collect this sensitive information where we have your consent or where we are required or permitted to do so by law. This includes managing health, safety and security risks at our sites and for our staff.

If you are or become an employee, the handling of your personal information may be exempt from the APPs if it is directly related to your current or former employment relationship with us.

At or before the time the personal information is collected by us we will take reasonable steps to ensure that you are made aware of who we are, the fact that you are able to gain access to the information held about you, the purpose of the collection, the type(s) of organisations to which we usually disclose the information collected about you, any laws requiring the collection of the information and the main consequences for you if all or part of the information is not collected.

### **How we collect personal information**

We collect personal information in a variety of ways, including:

- from you directly (such as when you interact with us in writing, electronically or by telephone);
- when you communicate with us through our website;
- from third parties such as recruitment agencies and or our business partners; and
- social media (such as LinkedIn and Facebook).

When we obtain personal information from third parties to whom you refer us, we will assume and you must ensure that you have made that third party aware that you have referred us to them and of the purposes involved in the collection, use and disclosure of the relevant personal information. For example, if you are a job applicant and provide us with details of your referees.

If you are applying for or are appointed to a role at one of our sites, we may also collect personal information about you from our third party service providers, such as medical professionals who conduct medical examinations or testing services, or provide health services to you on-site. We collect this information where you have provided your consent or where we are otherwise permitted by law (see Section 3 above).

### **Use of information collected and disclosure of personal information to others**

We may use or disclose personal information held about an individual for the primary purpose for which it is collected (eg. provision of our services, including administration of our services, notification to you about changes to our services, recordkeeping following termination of our services to you and technical maintenance). We may also use such information for a purpose related to the primary purpose of collection and where it would reasonably be expected by you that we would use the information in such a way. This information is only disclosed to persons outside our business in the circumstances set out in this policy, permitted under the Privacy Act, or as otherwise notified to you at the time of collection of the information.

For example, we may use or disclose personal information held about you:

- Where you have consented to the use or disclosure;
- People you have authorised to interact with us on your behalf (such as recruitment agencies, your medical professional, your next of kin or emergency contacts);
- Third parties who provide services we use to run our business (such as our third party service providers that help us with business operations services, safety and security services at our sites, and medical, health and wellbeing services for our staff on site);
- Our professional advisors;

- Where we reasonably believe that the use or disclosure is necessary to lessen or prevent a serious, immediate threat to someone's health or safety or the public's health or safety;
- Where we reasonably suspect that unlawful activity has been, is being or may be engaged in and the use or disclosure is a necessary part of our investigation or in reporting the matter to the relevant authorities;
- Where such use or disclosure is required under or authorised by law (for example, to comply with a subpoena, a warrant or other order of a court or legal process);
- Where we reasonably believe that the use or disclosure is reasonably necessary for prevention, investigation, prosecution and punishment of crimes or wrongdoings or the preparation for, conduct of, proceedings before any court or tribunal or the implementation of the orders of a court or tribunal by or on behalf of an enforcement body.

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## 4 Links

Our web site may contain links to other web sites and those third party web sites may collect personal information about you. We are not responsible for the privacy practices of other businesses or the content of web sites that are linked to our web site. DevEx encourages users to be aware when they leave the site and to read the privacy statements of each and every web site that collects personally identifiable information.

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## 5 Security and Storage

DevEx places a great importance on the security of all information associated with our customers, clients and contractors. We have security measures in place to attempt to protect against the loss, misuse and alteration of personal information under our control.

Personal information is de-identified or destroyed securely when no longer required by us.

DevEx retains the information you provide to us including possibly your contact and credit card details to enable us to verify transactions and customer details and to retain adequate records for legal and accounting purposes. This information is held on secure servers in controlled facilities.

Information stored within our computer systems can only be accessed by those entrusted with authority and computer network password sanctions.

No data transmission over the Internet can be guaranteed to be 100 per cent secure. As a result, while we strive to protect user's personal information, DevEx cannot ensure or warrant the security of any information transmitted to it or from its online products or services, and users do so at their own risk. Once DevEx receives your transmission, it makes every effort to ensure its security on its systems.

Ultimately, you are solely responsible for keeping your passwords and/or account information secret. You should be careful and responsible whenever you are online.

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## 6 Access to and correction of Personal Information

DevEx is committed to maintaining accurate, timely, relevant and appropriate information about our customers, clients and web-site users.

So long as your request for your personal information is in accordance with the Australian Privacy Principles, then we will give you access to that information.

Inaccurate information will be corrected upon receiving advice to this effect from you. To ensure confidentiality, details of your personal information will be passed on to you only if we are satisfied that the information relates to you.

If we refuse to provide you with access or correct the personal information held about you by us, then we will provide reasons for such refusal.

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## **7 Complaints**

If you have a complaint about our Privacy Policy or the collection, use or safe disposal or destruction of your personal information, your complaint should be directed in the first instance to us at E-mail: [info@devexresources.com.au](mailto:info@devexresources.com.au)

We will investigate your complaint and attempt to resolve any breach that might have occurred in relation to the collection, use or destruction of personal information held by us about you in accordance with the Commonwealth Privacy legislation. If you are not satisfied with the outcome of this procedure then you can lodge a complaint with the Office of the Australian Information Commissioner at [oaic.gov.au](http://oaic.gov.au).

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## **8 Transfer of Information Overseas**

Pursuant to the Australian Privacy Principles we may transfer personal information we have collected about you to someone other than you in a foreign country only if such transfer is permitted by the Australian Privacy Principles.

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## **9 Cookies**

DevEx collects information from the site using "IP files".

When you visit the DevEx site to read, browse or download information, our system will record/log your IP address (the address which identifies your computer on the internet and which is automatically recognised by our web server), date and time of your visit to our site, the pages viewed and any information downloaded. This information will only be used for the purpose of site analysis and to help us offer you improved online service. We may automatically collect non-personal information about you such as the type of Internet browsers you use or the site from which you linked to our Web Sites. You cannot be identified from this information and it is only used to assist us in providing an effective service on our Web Sites.

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## **10 Changes to Privacy Policy**

If DevEx decides to change its Privacy Policy, it will post changes on this Privacy Policy page so that users are always aware of what information is collected, how it is used and the way in which information may be disclosed. As a result, please remember to refer back to this Privacy Policy regularly to review any amendments.

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## **11 Contacting Us**

If you require further information regarding our Privacy Policy, please contact us at the following address: Email: [info@devexresources.com.au](mailto:info@devexresources.com.au).

Should you wish to read more information on privacy legislation or the Australian Privacy Principles we recommend that you visit the Australian Information Consumer and Privacy Commissioner's website at [www.oaic.gov.au](http://www.oaic.gov.au)

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## **12 Acceptance**

You accept that your use of this site includes your acceptance of this Privacy Policy and the Terms of Use.