

Privacy Policy

Purpose

Genesis Minerals Limited (ACN 124 772 041) and its related companies (hereinafter referred to as "Company" "we," "our," or "us"), is committed to protecting the privacy and security of your Personal Information. This Privacy Policy outlines how we manage the collection, use, disclosure, and protection of Personal Information. The Company adheres to the Australian Privacy Principles (APPs) contained within the *Privacy Act 1988* (Cth) (together, the Privacy Act).

Types of Personal Information we collect

We may collect and process the following types of Personal Information to the extent it is reasonably necessary to do so for the operation of its business:

Contact Information: Name, address, email address, phone number, and other similar contact details.

Identification Information: Date of birth, driver's licence number, passport number, and other identification documents.

Employment Information: Job title, work history, qualifications, and related information.

Financial Information: Bank account details, payment information, and other financial data.

Health and Safety Information: Medical records, incident reports, and other health and safety-related information.

Usage Information: Information about your interactions with our website, including IP address, browser type, and cookies.

We only collect and use Sensitive Information about you with your consent or otherwise in accordance with the Privacy Act.

How we collect Personal Information

We may collect Personal Information through various means, including:

- ▶ Direct interactions with you (e.g., when you provide information in person, by phone, by email, or through our website).
- ▶ Automated technologies (e.g., cookies and web analytic tools).
- ▶ Third-party sources (e.g., recruitment agencies, background checks, government agencies, and credit reporting agencies).

Our purposes for collecting and using Personal Information

We collect and use Personal Information for the following purposes:

- ▶ To manage our mining operations.
- ▶ To maintain health and safety records.
- ▶ To process payments and financial transactions.
- ▶ To respond to enquiries and requests.
- ▶ To comply with legal and regulatory requirements.
- ▶ For marketing and communication purposes (with your consent).

Disclosure of Personal Information

We may disclose Personal Information to:

- ▶ Third-party service providers and contractors who assist in the provision of our services if required for Company business.
- ▶ Government authorities, regulatory bodies, and law enforcement agencies when required by law.

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- ▶ Other third parties with your consent or as otherwise required if permitted by law.

The Company is unlikely to disclose information to overseas recipients.

Security of Personal Information

We take reasonable measures to protect your Personal Information from unauthorised access, disclosure, alteration, or destruction. These measures include data encryption, secure access controls, and regular security assessments.

Access and Correction of Personal Information

You have the right to request access of, and correction to, your Personal Information held by us.

Subject to the the Privacy Act or any other law, the Company will provide you with access to, or correction of, your Personal Information, if it is reasonable and practicable to do so. Where the Company is unable to give you access to, or correction of, the Personal Information, we will provide you with written notice setting out the reasons for the refusal. We may seek to recover the costs reasonably incurred by us in providing you with access to any of your Personal information.

Complaints

If you have any questions, concerns, or complaints about how we handle your Personal Information, please contact us using the details provided below. We will investigate and respond to your complaint in a timely manner.

Definitions

In this policy:

- ▶ **Personal Information** has the meaning given in the Privacy Act, but means generally, information or an opinion about an individual that can be used to identify that individual.
- ▶ **Sensitive Information** has the meaning given in the Privacy Act, which as at the date of this policy includes information or an opinion about an individuals racial or ethnic origin, political opinions, membership of a political association, religious beliefs or affiliations, philosophical beliefs, membership of a professional or trade association, membership of a trade union, sexual orientation or practices, criminal record, health information, genetic information, or biometric information.

Changes to this Privacy Policy

We may update this Privacy Policy from time to time to reflect changes in legal requirements or our operating practices. Any updates will be posted on our website.

Contact Us

If you have questions, concerns, or requests related to this Privacy Policy or your Personal Information, please contact our Company Secretary:

Company Secretary, Level 7, 40 The Esplanade, Perth WA 6000

or

Company Secretary, PO Box Z5024, St Georges Tce, Perth WA 6831

or

companysecretary@genesisminerals.com.au

Raleigh Finlayson

Managing Director

Genesis Minerals Limited

Last Review: August 2025

Next Review: August 2027