



Environment, Safety & Risk Committee
Privacy Policy
General Manager, HR

## Our Commitment

Panoramic Resources Limited and its associated entities in Australia (**Panoramic**) are committed to supporting and complying with the *Privacy Act 1988* (Cth) (**Privacy Act**) and Australian Privacy Principles (**APPs**) in the collection, use, access and storage of personal information we obtain as part of our business operations.

## Collection of Information

Panoramic collects personal information in carrying on business, including personal information:

- From applicants for employment or contracts with us, such as personal contact details, references, Tax File Numbers, health related information, medical and hearing tests, drug and alcohol testing;
- About staff of companies with whom we contract or with whom we are engaged in joint ventures;
- From users of our website through data files known as cookies which track pages of our website visited to enhance the users experience;
- About shareholders, which may include their name, address and shareholding; and
- About individuals who subscribe to Panoramic news updates.

Panoramic will generally collect personal information directly from you. Panoramic may also collect information from third parties as required.

You have no obligation to provide us with any information we request. If you withhold information as an applicant for employment we may not be able to employ you.

## Use and Disclosure of Information

We respect your privacy.

We may use personal information received about you as an applicant for an employment or contractual role to determine your suitability for such role and generally for our business operations.

In our business operations:

- We may collect personal information about you from a joint venture partner or company that we contract with; or
- We may disclose personal information about you to a joint venture partner or company that we contract with -

for the purpose of carrying on the joint venture or performing the contract, for example, health and safety information.

We may also disclose personal information about you to other parties in the course of business:

- To our service providers such as employment agents, medical and health service providers or testing services, training service providers or legal advisors;
- To our information technology service providers, including those who may host cloud based storage of our data; and
- In relation to health and safety issues or urgent treatment where consent cannot be obtained from you.

Panoramic may disclosure personal information outside Australia, such as for a project or through storage of electronic files abroad. By providing your personal information you agree that Panoramic is not required to take steps to ensure that the overseas recipient does not breach the APPs and Panoramic will not breach its obligations under the Privacy Act or APPs.

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If you do not want Panoramic to disclose your personal information overseas you may withdraw your consent by advising our Privacy Officer in writing.

### **Storage and Security**

We may collect, disclose and store information received from you in electronic or hard copy form. Panoramic will use all reasonable endeavours to ensure that:

- It does so securely;
- Access to personal information is limited to Panoramic staff or third parties who reasonably require it;
- When the information is no longer required, we will destroy it or de-identify it to make it anonymous.

### **Accessing and Changing your Personal Information**

You may request access to personal information we hold about you. Access will be provided within a reasonable time.

Panoramic takes reasonable steps to ensure that personal information it stores is accurate. If it is not, or you do not wish us to keep it, you can ask us to correct or delete it. Unless personal information is required for administrative or legal reasons we will take all reasonable steps to meet such requests.

If you no longer wish to receive news updates about Panoramic you may unsubscribe to an e-news bulletin or contact us.

### **Complaints Resolution**

If you have a concern about Panoramic's collection, use, storage or disclosure of your personal information please contact our Privacy Officer who will investigate and advise you of the outcome as soon as possible.

### **Amendments to this Privacy Policy**

Panoramic may amend or update this privacy policy from time to time at its discretion.

### **Contact Us**

Our Privacy Officer may be contacted at:

Tracey Ram, Privacy Officer  
Panoramic Resources Limited  
PO Box Z5487  
Perth WA 6831  
Tel: +61 8 6266 8600  
Fax: +61 8 9421 1008  
Email: [info@panres.com](mailto:info@panres.com)