

Privacy Policy

Great Southern Mining Limited

1. Introduction

Great Southern Mining Limited (“GSML”, “Company”, “we”, “our” or “us”) is committed to protecting the privacy of individuals and ensuring that personal information is handled responsibly.

This Privacy Policy explains how GSML collects, uses, stores and discloses personal information in accordance with the **Australian Privacy Principles contained in the Privacy Act 1988 (Cth)**.

By interacting with GSML, including through our website or business operations, you acknowledge that your personal information may be handled in accordance with this policy.

GSML may amend this Privacy Policy periodically. The most current version will be published on the Company’s website.

2. What is Personal Information

Personal information is information or an opinion about an identifiable individual or information from which an individual’s identity could reasonably be determined.

Examples of personal information may include:

- name
- contact details
- date of birth
- employment history
- identification documents
- financial or tax information.

Certain information, such as information relating to health, ethnicity or criminal history, may be considered **sensitive information** under the Privacy Act and is subject to additional protections.

3. Why We Collect Personal Information

GSML collects and holds personal information where it is reasonably necessary for the conduct of its business activities, including:

- managing employment and recruitment processes
- engaging contractors and suppliers
- administering shareholder communications
- maintaining contractual relationships
- responding to enquiries
- ensuring site security and safety

- complying with legal and regulatory obligations.
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4. Categories of Personal Information We Collect

Recruitment and Employment

Where an individual applies for employment or a contract position with GSML, we may collect information relevant to assessing the application.

This may include:

- name and contact details
- curriculum vitae and employment history
- qualifications and licences
- references and background checks
- medical or other information relevant to site safety requirements.

Information relating to employee records of current or former employees is generally exempt from the Privacy Act.

Contractors and Consultants

GSML may collect personal information relating to individuals engaged directly as contractors or consultants.

This may include:

- identification and contact details
 - work history and qualifications
 - safety and compliance documentation.
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Supplier Personnel

GSML may collect personal information relating to individuals employed by suppliers or service providers engaged by the Company, including personnel provided by drilling contractors, labour hire companies or other service providers.

Shareholders

GSML collects certain personal information relating to its shareholders, including:

- name
 - address and contact details
 - tax file number information where provided
 - shareholding information.
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Shareholder records are primarily managed through the Company's **external share registry service provider**. Further information on the Company's share registry can be found <https://gsml.com.au/investors/>

Business Contacts and Enquiries

Individuals may provide personal information when contacting GSML by phone, email, post or through the Company's website.

This may include name, contact details and information necessary for GSML to respond to the enquiry.

Visitors to Offices or Field Sites

Visitors to GSML offices or exploration sites may be required to provide personal information for security, health and safety purposes. This may include:

- name and contact details
 - identification information
 - licence details
 - safety or travel information required for site access.
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Contractual Relationships

GSML may collect personal information about individuals involved in contractual relationships with the Company, including landholders, prospectors or other counterparties. The information collected is necessary for the purpose of establishing and maintaining the contractual relationship.

5. How We Collect Personal Information

Where possible, GSML collects personal information directly from the individual concerned.

However, in some circumstances information may be obtained from third parties including:

- recruitment agencies
- labour hire companies
- referees or previous employers
- professional advisers
- service providers such as share registry operators.

GSML may also obtain information from publicly available sources where relevant.

6. Use and Disclosure of Personal Information

GSML may use or disclose personal information for purposes related to those for which it was collected, including:

- internal administration and business operations
 - recruitment and workforce management
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- contractor and supplier management
- shareholder administration
- responding to enquiries
- legal and regulatory compliance.

Personal information may be disclosed to:

- employees and related entities of GSML
- service providers engaged by GSML (including IT providers, data storage providers and recruitment firms)
- professional advisers such as lawyers, accountants and auditors
- regulators, government authorities or law enforcement agencies where required
- parties involved in corporate transactions involving GSML
- any other party authorised by the individual.

7. Overseas Disclosure

While GSML's operations are based in Australia, some service providers used by the Company may store or process information overseas.

Where personal information is disclosed to overseas recipients, GSML will take reasonable steps to ensure those recipients handle the information consistently with the **Australian Privacy Principles**.

8. Website Use and Cookies

GSML does not use browsing information to identify individuals personally. When individuals visit the GSML website, certain information may be collected automatically, such as:

- internet protocol (IP) address
- pages accessed
- browser type and device information
- usage patterns.

This information helps GSML understand how its website is used and improve its functionality.

The website may use **cookies** to remember user preferences and analyse website traffic. Cookies can generally be disabled through browser settings, although doing so may affect the functionality of the website.

If you upload images to the website, you should avoid uploading images with embedded location data (EXIF GPS) included. Visitors to the website can download and extract any location data from images on the website.

If you leave a comment on our site you may opt-in to saving your name, email address and website in cookies. These are for your convenience so that you do not have to fill in your details again when you leave another comment. These cookies will last for one year.

If you visit our login page, we will set a temporary cookie to determine if your browser accepts cookies. This cookie contains no personal data and is discarded when you close your browser.

When you log in, we will also set up several cookies to save your login information and your screen display choices. Login cookies last for two days, and screen options cookies last for a year. If you select "Remember Me", your login will persist for two weeks. If you log out of your account, the login cookies will be removed.

If you edit or publish an article, an additional cookie will be saved in your browser. This cookie includes no personal data and simply indicates the post ID of the article you just edited. It expires after 1 day.

Articles on this site may include embedded content (e.g. videos, images, articles, etc.). Embedded content from other websites behaves in the exact same way as if the visitor has visited the other website.

These websites may collect data about you, use cookies, embed additional third-party tracking, and monitor your interaction with that embedded content, including tracking your interaction with the embedded content if you have an account and are logged in to that website.

The GSML website may also contain links to external websites. GSML is not responsible for the privacy practices or content of third-party websites.

9. Security of Information

GSML takes reasonable steps to protect personal information from misuse, loss, unauthorised access, modification or disclosure.

Security measures may include:

- restricted access to databases containing personal information
- IT system protections and monitoring
- internal policies governing information handling.

However, no electronic transmission of information can be guaranteed to be completely secure.

10. Access and Correction

Subject to the Privacy Act, individuals may request access to personal information held by GSML and request correction where the information is inaccurate or out of date.

Requests should be directed to the contact details below. GSML may require verification of identity before providing access to personal information.

11. Privacy Complaints

If you believe GSML has breached the Privacy Act or mishandled personal information, you may submit a complaint to the Company using the contact details below.

GSML will investigate the complaint and respond within a reasonable timeframe.

If you are not satisfied with the outcome, you may lodge a complaint with the **Office of the Australian Information Commissioner (OAIC)**.

12. Contact Us

For enquiries about this Privacy Policy, to access or correct personal information, or to make a complaint, please contact:

Great Southern Mining Limited

Email: admin@gsml.com.au

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