Privacy Policy

POL - Evolution Policy

1 Our approach to privacy

Evolution Mining Ltd and our related companies which are set out in section 3 of this policy ("Evolution", "we", "us" or "our") are committed to complying with Australian and Canadian privacy laws.

In Australia, the Privacy Act 1988 (Cth) ("Privacy Act") contains exemptions and permitted general situations in relation to certain acts undertaken, including in relation to employee records, legal claims and litigation and related bodies corporate. Where appropriate, we make use of relevant exemptions in the Privacy Act.

This policy sets out how Evolution collects, uses, stores and discloses personal information.

2 What personal information do we collect?

Personal information includes information or an opinion (whether true or not) about an identified or a reasonably identifiable individual.

The table below identifies the types of personal information that we may collect and hold about you.

Type of personal information	Examples (non-exhaustive)
Personal and contact details	This may include your name, address, age or date of birth, postcode, phone number, email address, and employment details.
Payment information	This may include your bank account details.
Information we collect about your interactions with us, including digital and/or behavioral information	This may include: • information regarding the purpose and times of your visitation at our sites or premises; • telephone and video/CCTV recordings and photographs; • information to identify the devices and IP addresses and ISPs you use to access our website or online services; and • information that we generate about how you use our products and services and online platforms.
Government issued identifiers and identification documents	Australia: Your tax file number, Medicare card, passport or drivers license, or any other local or foreign government issued identity documents. Canada: BC Services Card, BC ID Card, Passport, Permenant Resident Card, Nexus Card or any other local or foreign government issued identify documents.
Sensitive information	This may include:

Type of personal information	Examples (non-exhaustive)
	• pre-work health screening checks; • any health information you provide when accessing Evolution sites or which is relevant to a safety incident that occurs on one of our sites or in the course of your employment or contract with us; • biometric information (such as fingerprints or face), where this information is collected and used for the purposes of biometric verification or biometric identification; • criminal history, racial or ethnic origin, religious or philosophical beliefs, sexual orientation and any trade union membership which may be collected during the recruitment process, in the course of your employment with, in connection with the provision of contracted services to us, or as otherwise relevant to our relationship or engagement with you.
If you apply for a role with us, information relevant to your potential working relationship	Your work history, reference and background check information, identity verification information, information about your right to work in Australia or Canada and union information.
If you are a current or former employee, contractor, or office holder, other information as necessary and relevant to your employment (or engagement)	Emergency contact details, information about remuneration and benefits, and information about your performance, training and development.
If you are a supplier, or if you visit or access our sites	This may include: • information regarding the purpose and times of your visitation at our sites or premises; • information we may require to onboard you to our systems and processes and/or provide you with access to our sites or premises;
If you are a shareholder, information relevant and as may be required by our share registry	This may include: • contact information which includes your name, address, contact information and relationships to other people; • Financial and transactional information which includes your bank account details and tax file number (TFN); • Documentary and identity information; • Marketing and communication preferences.
Other personal information made available to us from time to time, including via interactions with us and information you voluntarily provide us.	

3 How do we collect your personal information?

We generally endeavor to collect your personal information directly from you. However, in some circumstances we may collect your information from third parties (e.g. our related companies, third party service providers and other organisations that we partner with). This may include:

Type of person	Further detail (non-exhaustive)
Your representatives	Any persons you have appointed as your representatives, such as your legal adviser, guardian or those holding your power of attorney.
Verifiers	Third parties that assist in verifying information about you, including: • your doctor, to verify your medical history and/or fitness to work; • your current or former employer, to verify your employment status or identity, or previous performance; • other third parties (recruiters, previous employers, referees and CV checking agencies) that we may use to conduct background and ID checks and/or who can assist us in our assessment of your suitability for a role.
Publicly available sources	Including from: • online forums, websites, Meta, LinkedIn, X, YouTube or other social media (e.g. if you use social media to make a complaint); and • public registers (e.g. registers held by ASIC or Land Registry Services).
Industry bodies	Industry bodies and other groups that we are a member of and/or participate in.
Recruiters, previous employers, referees and CV checking agencies	When you apply for a job or position with us, we may collect information about you from relevant third parties who can assist us in our assessment of your suitability for a role.
Other service providers and or third parties	External companies who assist us in carrying out our business.

4 Why do we collect, use and disclose your personal information?

In general, we use your personal information to enable us to conduct our business. We may use or disclose your personal information where we are permitted to do so under applicable laws, and/or where we have received your consent.

Purpose	How Evolution may use your personal information
Engage with you as a contractor / service provider	To engage with you in connection with products or services provided to Evolution, including to enable access and use of our systems and facilities; communicate with you and provide you with other administrative related information.
Engage with you as a customer or customer representative	To provide you with and manage the products and services you or your business purchase or obtain from us, including to: enable your access and use of our systems and facilities, communicate with you and provide you with other administrative related information.
Manage our operations and improve Evolution's business	To: • deliver our products and services; • make and manage payments; • respond to complaints; • manage our share register and security holder records; and • conduct marketing and research activities.
Comply with legal obligations	To comply with laws and assist government or law enforcement agencies where we are required or authorised to do so.
Manage security and risk	To manage Evolution security and risks, such as: • monitoring physical properties to ensure the safety of Evolution's people, suppliers and others; • investigate health and safety incidents; and • supporting the management of Evolution's information security and network procedures to prevent cyber-attacks, unauthorised access and other criminal or malicious activities.
Sales or acquisitions	To support any changes to the ownership of assets or Evolution's business, such as in connection with actual or potential divestments, acquisitions, restructures, investments or sales.
Engage with our related companies	We may share your personal information with our related companies in the course of running our business and managing our contracting arrangements (including where those entities may support our business functions).
Information collected for recruitment or employment purposes	If individuals apply for a role or position with Evolution, to determine whether to make an offer of employment or engage individuals under a contract including to contact individuals when Evolution may need to tell them something important about the prospective employment/engagement or request for additional information.
Other purposes	Evolution may also use individual personal information for any other purposes identified at the time of collecting personal information.

5 With whom do we share your personal information?

We may share your personal information with the parties identified in the table below. This may include disclosure of your personal information to recipients outside the country of collection (Australia and/or Canada) for the purposes referred to in this policy

Type of party	Description
Third party suppliers	This may include: • auditors, lawyers, accountants, consultants, insurers and re-insurers; • service providers that assist us to identify, investigate or prevent fraud or other misconduct; • organisations that we partner with to provide services and products; • providers of data related services; and • our share registry provider.
Verifiers	Third parties that assist in verifying information about you, including: • your doctor, to verify your medical history and/or fitness to work; • your employer, to verify your employment status or performance; • other third parties (recruiters, previous employers, referees and CV checking agencies) that we may use to conduct background and ID checks and/or who can assist us in our assessment of your suitability for a role.
Authorised third parties	This includes: • third parties authorised to act for you (eg your agents and representatives, legal representatives, financial advisors or people with a power of attorney); or • third parties authorised to receive information held by us, such as your employer or a referee.
Government agencies, law enforcement and regulators	This includes government agencies, regulatory bodies, law enforcement agencies, or any other person as required, authorised or permitted by law.

Type of party	Description
Persons with an interest in our business	Anyone to whom our assets, businesses or securities (or any part of them or an interest in them) are or may be transferred (including their advisers and representatives).

6 Artificial Intelligence

Evolution may use artifical intelligence tools to assist with recruitment, workforce planning, employee communication, document drafting, data analysis, learning and development, compliance activities and operational decision support. Human oversight is maintained for material employment decisions.

Personal information provided by you may be processed using approved AI systems in accordance with applicable privacy laws and Evolution policies and procedures.

7 Using our website, electronic messages and cookies

We may collect and store information about your use of our website, such as which pages you visit, the time and date of your visit and the IP (internet protocol) or MAC (media access control) address assigned to your device.

We and our ISP also collect information such as the pages you access on our website, the documents you download, the amount of time you spend on a page or viewing a webinar, which links you use to access our site and the type of device and browser you use. This information is used to improve the services we offer you and for statistical, website development and functionality purposes.

We may also use cookies to collect information about your activity on our website so that we can send you information we think may be of interest to you.

When cookies are used on this site, they store information about your visit, which may include a unique identifier or value to indicate whether you have visited a webpage. We may use this to identify you when you engage with our website more than once.

Most internet browsers are set up to accept cookies. If you do not wish to enable cookies, you may be able to change the settings of your browser to refuse all cookies or to notify you each time a cookie is sent to your computer.

If you click through to our website from any newsletter, invitation, update or other email or message we send to you, we may identify and collect information relating to your subsequent and previous use of our website, such as which pages you visit and for how long.

8 How do we store and keep your information secure?

We may hold your personal information in either electronic or hard-copy form. We use a variety of physical and electronic security measures to keep your personal information secure from misuse, interference, loss or unauthorised access, use or disclosure. For example, we restrict physical access to our offices, employ firewalls, secure databases, password protect our IT systems, use anti-virus software and use cyber security services.

However, we cannot guarantee the security of your personal information. The internet is not a secure environment. If you do use the internet to send us any information, including your email address, please be aware that it will be sent at your own risk.

Our websites and electronic communications may contain links to other websites operated by third parties. Unless expressly stated otherwise, Evolution is not responsible for the privacy practices or the content of those linked websites. The privacy policies that apply to those other websites may differ from our privacy policy, so we encourage individuals to read them before using those websites.

9 Accessing or correcting your personal infromation

You have rights under the Privacy Act and Spam Act 2003 (Cth) to (as applicable):

- request access to personal information we hold about you;
- ask us to update or correct any information that is inaccurate, incomplete or outdated; and
- opt out of receiving direct marketing communications from us.

You can do any of these things by contacting our Privacy Officer at PrivacyOfficer@evolutionmining.com. We try to make your information available within 30 days after you ask us for it.

If you request access to your personal information or ask us to correct or update information about you, we may need to verify your identity. In some circumstances, there may be a valid reason for us to deny your request to access or correct your information. If we do this, we will tell you why.

10 Making a complaint

If you think we have breached the Privacy Act, or are not happy with our response or how we handled your query (including our response to your request to access or correct your personal information) or how we have handled your personal information, you can contact us at PrivacyOfficer@evolutionmining.com.

If you are not satisfied with the outcome of any internal investigation we conduct, you may lodge a complaint with the Office of the Australian Information Commissioner (OAIC) at enquiries@oaic.gov.au or on 1300 363 992. More information is available on the OAIC's website at https://www.oaic.gov.au/.