

AUR-C-GOV-POL-005

POLICY

ABN 37 108 476 384

PRIVACY POLICY
AURELIA METALS LIMITED

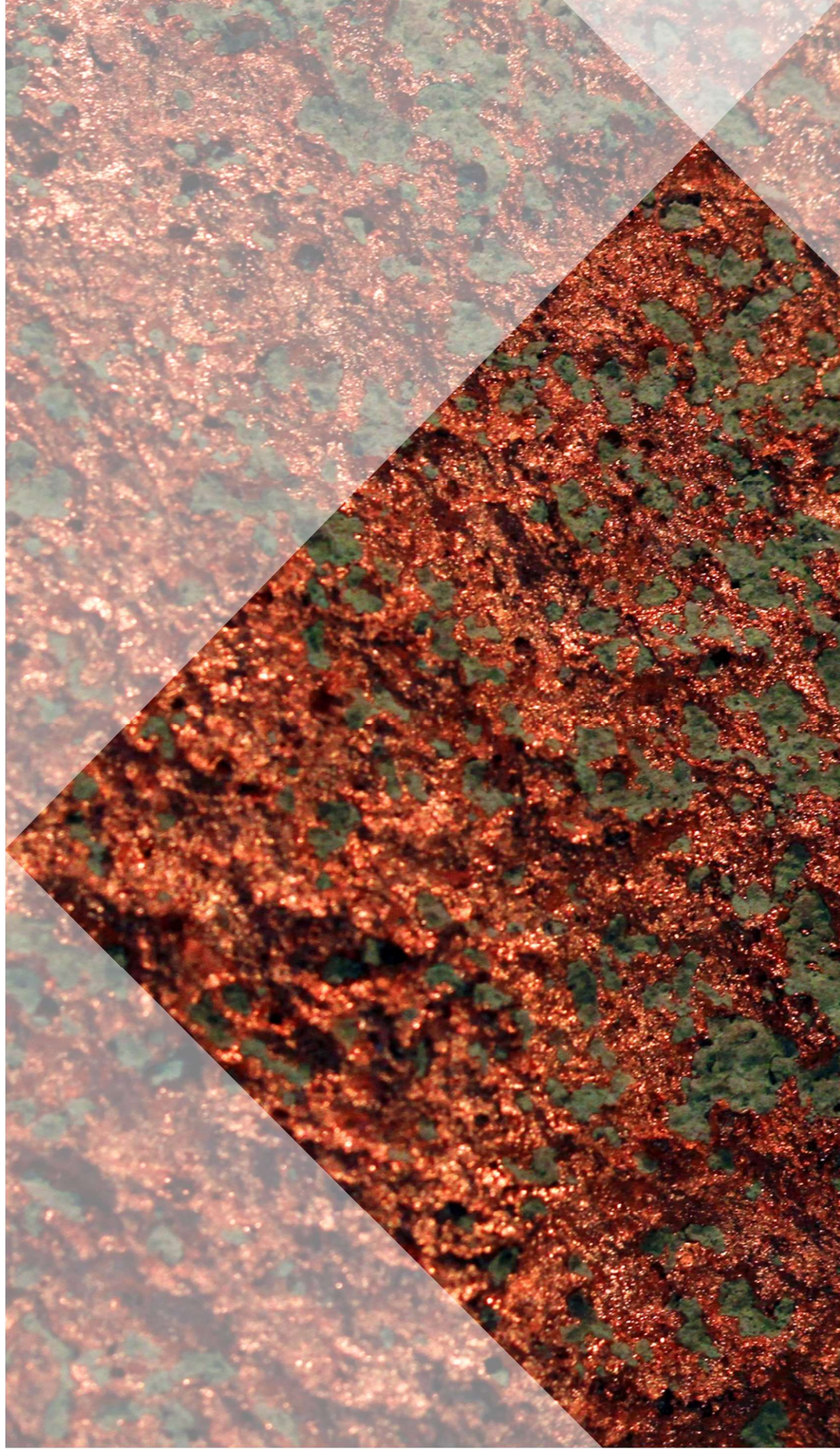


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Aurelia respects your privacy and is committed to complying with the Australian Privacy Principles contained in the *Privacy Act 1988* (Cth).

In this policy:

Aurelia means Aurelia Metals Limited and its related bodies corporate (also referred to as "we/us/our/Company").

Personal Information has the meaning given to that term in the Privacy Act. Generally speaking, personal information is information or an opinion relating to an identified, or reasonably identifiable, individual.

Privacy Act means the *Privacy Act 1988* (Cth).

Sensitive Information has the meaning given to that term in the Privacy Act. Generally speaking, sensitive information (which is a type of Personal Information) is information or an opinion about an individual's personal life or health information.

This policy sets out how we collect, use, store and disclose your Personal Information, and how we ensure the security of Personal Information disclosed to us.

1. Collection Of Your Personal Information

1.1. Why do we collect Personal Information?

Aurelia collects Personal Information where it is reasonably necessary for the purpose of carrying out our core business activities of gold and base metals mining and exploration.

The business functions and general activities which support our core business activities include:

- Recruitment and payment of employees;
- Engagement and management of contractors and suppliers;
- Engagement with the Company's customers and logistics providers;
- Managing the security of the Company's facilities;
- Managing the safety and health of our contractors and employees;
- Engagement with the local communities in which Aurelia operates;
- Communications with and providing information to government departments; and
- Communications with the Company's shareholders and potential investors.

1.2. Who do we collect Personal Information from?

Aurelia may collect Personal Information from employees, customers, contractors, suppliers, job applicants, landowners, community organisations, shareholders and visitors to our offices, sites and website.

1.3. How do we collect Personal Information?

Aurelia will generally collect Personal Information directly from you if possible. However, we may also collect Personal Information from third parties, such as Aurelia's share registry provider and recruitment agents.

Aurelia may also receive third party Personal Information through its employees and contractors, including details of family members and next of kin.

1.4. Using our website and cookies

Aurelia may also collect information about you through your access to and use of our website.

Aurelia uses cookies to provide a better browsing experience and improve website functionality. We will only collect information about you where it is fair and lawful to do so. We will not collect more information than we need to improve website performance.

Most browsers allow you to control cookies through their settings preferences. If you limit the ability of websites to set cookies, your user experience will no longer be tailored to you. By continuing to use the Aurelia website you consent to the use of cookies.

Aurelia's website may also detect and record your use of our website, such as which pages you visit, the time and date of your visit, your broad geographic location etc. With regards to website cookies and tracking, no Personal Information is obtained, rather the patterns of usage of visitors to the website may be tracked for the purposes of website development and statistical monitoring.

1.5. What Personal Information do we collect?

At Aurelia, we will only collect Personal Information by lawful and fair means.

The types of Personal Information that Aurelia generally collects and holds includes:

- **(General business)** personal or business details including your name, job title, organisation, phone number, address and email address and other information necessary for Aurelia to conduct business with you or your organisation.
- **(Shareholders)** information about our retail shareholders, and individuals who may be employed by or contracted to institutional shareholders including names, contact details, shareholding and other information required for the purpose of establishing and maintaining the shareholder relationship.
- **(Employees and contractors)** information about employees and/or contractors engaged by Aurelia including names, contact details, date of birth, qualifications, work competencies and assessments, financial information and other information necessary to maintain an employment or contractual relationship.
- **(Job applicants)** if you apply for a job or contract with Aurelia, we may collect certain information such as your name and contact details, employment and academic history, qualifications and skills, professional affiliations and memberships, relevant record checks and information on your professional interests. This may be collected from you directly, from any recruitment consultant and from your previous employers and others, including referees and publicly available sources.
- **(Community)** information we collect from our community engagement and as part of our community donations program including your name, job title, organisation name, phone number, address and email address.
- **(Visitors to premises)** when you visit an Aurelia office or site, Aurelia records information about you which can include your name, organisation, address and phone number for health, safety and security purposes.
- **(General enquiries or complaints)** you may provide Aurelia with information including your name, email address or other contact details when you contact Aurelia by phone, email, post or using our website.

1.6. Collection of sensitive information

In certain circumstances, we may need to collect Sensitive Information about you, including when you are applying for a job with us or are employed by us (either directly as an employee, or indirectly as a contractor or subcontractor). This might include health and medical information and drug and alcohol testing results. Aurelia may also require prospective employees to undergo certain medical checks, the results of which will be provided to Aurelia.

2. Disclosure

2.1. Disclosure of Personal Information

Aurelia may disclose your Personal Information:

- to our employees and related bodies corporate of Aurelia;
- to third party business service providers including (but not limited to):
 - professional advisers such as auditors, legal advisers, accountants;
 - IT service providers;
 - providers of Aurelia's share registry services; and
 - recruitment providers;
- to parties engaged in a joint venture with Aurelia;
- to third parties as required in the event that we sell, buy or merge any businesses or assets, including to a prospective buyer or seller;
- to government agencies, regulatory bodies and law enforcement agencies, where required;
- where necessary to lessen or prevent a serious threat to the life, health or safety of any individual;
- if the person to which the Personal Information relates has consented; or
- to other persons where disclosure is required or permitted by law.

2.2. Disclosure of Sensitive Information

Your Sensitive Information will only be disclosed for the purposes for which it was collected, or for directly related purposes that you would reasonably expect us to use it for, for example, in determining fitness for work of an employee or contractor/subcontractor.

2.3. Disclosure of Personal Information overseas

It is possible that Aurelia may disclose your Personal Information to recipients located outside of Australia in the course of conducting business. The recipients of the Personal Information are likely to be located in China, Singapore, Hong Kong, Japan, Switzerland, United Kingdom, Netherlands, Denmark, Spain, France, Germany, South Africa, United States of America, Canada and New Zealand.

3. Storage and Security of Personal Information

Aurelia may hold your Personal Information either in our electronic databases or in hard copy form and in various third party databases and platforms.

We are committed to the security of your Personal Information. As such, we use a number of physical and electronic measures to keep your Personal Information secure, including restricting physical access to our offices, maintaining firewalls, providing access based restrictions on IT systems and utilising password protected IT systems with two factor authentication (where available). We also use organisational measures to protect Personal Information including training employees on cyber security and developing Company policies and procedures regarding the security and storage of Personal Information at Aurelia.

4. Accessing and Correcting your Personal Information

You have the right to:

- request access to Personal Information that we hold about you;
- ask Aurelia to correct Personal Information that we hold about you if it is inaccurate, out of date, incomplete, irrelevant or misleading; and
- opt out of receiving any communications from us.

If you would like to request any of the above, please contact our Privacy Officer on the contact details included at section 6 of this policy. Where a request is made, our Privacy Officer will ask you to verify your identity before providing access to, or correcting your information and, if a request is refused, we will tell you why.

5. How to make a Complaint

If you have a complaint concerning Aurelia's handling of your Personal Information (i.e., you believe that there has been a breach of the Australian Privacy Principles), please contact our Privacy Officer in writing using the contact address or email address provided at section 6 of this privacy policy. In your written complaint, please include your name, email address or telephone number and provide details of your complaint.

Our Privacy Officer will investigate your complaint and respond within a reasonable time (usually within 30 days). If, following receipt of the response from our Privacy Officer, you consider that Aurelia has failed to resolve your complaint satisfactorily, you can lodge a complaint with the Office of the Australian Information Commissioner (**OAIC**). For further information regarding how to make a complaint to the OAIC, please visit <https://www.oaic.gov.au/privacy/privacy-complaints>.

6. Contact Details

If you require further information on privacy matters relating to Aurelia, or wish to exercise your rights under sections 4 or 5 of this policy, please contact our Privacy Officer at the contact details below:

Privacy Officer
 Aurelia Metals Limited
 GPO Box 7, Brisbane QLD 4001
 Phone: +61 7 3180 5000
 Email: privacy.officer@aureliametals.com.au

Aurelia may modify or update this Privacy Policy from time to time by publishing it on our website (www.aureliametals.com). We encourage you to check Aurelia's website to ensure that you are aware of our current Privacy Policy.

Current as at 24 February 2025.

TABLE 1: DOCUMENT REVISION

Revision	Date	Change Details	Change Approved By
V1	5 November 2020	Original Policy	Aurelia Board
V2	24 February 2025	Review and update to Policy	Aurelia Board