

Privacy Policy

EntX Limited
ACN 164 573 728

Approved: 11 April 2022

EntX Limited

ACN 164 573 728
(Company)

Privacy Policy

1. General

EntX Limited (ABN 31 164 573 728) including EntX subsidiaries (**EntX, we, our, us**) is committed to protecting privacy of personal information. EntX is bound by the *Privacy Act 1988* (Cth) (the **Privacy Act**) and the Australian Privacy Principles in that Act.

Please read the following Privacy Policy to understand how any personal information received by EntX will be treated.

“Personal information” is information or an opinion about an identified individual or an individual who is reasonably identifiable, whether true or not and whether the information or opinion is recorded in a material form or not.

2. What personal information does EntX collect and why?

EntX collects personal information reasonably necessary for one or more of our business operations and to comply with the law.

EntX will take reasonable steps to ensure that the personal information that it collects, uses or discloses is complete and up to date.

The specific kinds of personal information collected and held by EntX will depend on the circumstances. The following are the main types of personal information collected by EntX and the main purposes for which they are collected:

As part of EntX's general business operations

EntX collects personal information about individuals it employs or who are, or are employed by, EntX's suppliers (including third party service providers), contractors, related companies, agents and corporate customers. As required, this information may include an individual's name, contact details and other information necessary for employment purposes or for EntX to conduct business with that person or his or her organisation. EntX may also collect personal information about individuals within the community in which it operates, including a person's name and contact details, when necessary for conducting our operations in that locality.

Shareholder information

EntX collects personal information about individuals who are our shareholders, and individuals who may be employed or contracted to institutional shareholders. This information includes names, contact details and other information required for the purposes of establishing and maintaining the shareholder relationship.

To assist with queries

An individual may choose to provide EntX with personal information including his or her name, email address or other contact details when he or she contacts EntX by telephone, email, post or using our website. This information enables EntX to respond to any requests for information on matters such as corporate affairs, supplier information and investor relations.

For example, EntX collects contact details (such as email addresses) when individuals subscribe to EntX's

latest news, announcements and Company updates using EntX's website. Recipients may contact EntX's Company Secretary using the information available at the end of this Policy to unsubscribe from such distribution lists.

Marketing Communications

With permission of an individual, EntX may use personal data to inform that individual of EntX's business operations, products and services. If an individual does not want EntX to use his or her personal information in this way, or to be sent any further information about EntX, the individual can contact EntX's Privacy Officer through the contact details given at the end of this Policy, or unsubscribe from certain communications via EntX's website.

Customers and suppliers

EntX may collect personal information of our customers and suppliers, and individuals who may be employed or contracted to our customers or suppliers, including an individual's name, contact details, credit information and other information necessary for EntX to conduct business with that person or his or her organisation.

Prospective employees and contractors

When an individual applies for a job or contract with EntX, EntX may collect certain information such as his or her name and contact details, information about his or her working history, relevant record checks and information on his or her professional interests. This may be collected from the individual directly, from any recruitment consultant and from the individual's previous employers and others, including referees and publicly available sources. This information is used to inform or assist EntX in our decision on whether or not to make the individual an offer of employment or engage the individual under a contract. As necessary and where appropriate, EntX may require prospective employees to undergo certain medical checks.

There are certain circumstances where EntX is exempt from complying with the requirements of the Privacy Act when handling personal information and this Privacy Policy will not apply (for example, management of employee records of EntX's current and former employees).

To manage on-site operations

When an individual visits any of EntX's work sites, EntX may record personal information about that individual which can include their name, address and phone number for health, safety and security purposes.

3. How does EntX collect personal information?

EntX will generally collect information directly from the individual to whom it relates. However, EntX may collect information about an individual from a third party, such as a contracting company or via third party service providers (including the entity managing EntX's shareholders' register and EntX's recruitment consultants) or from EntX employees and contractors emergency contacts (e.g. next of kin).

EntX may supplement the information it collects with information from other sources, such as generally available publications.

At or before, or if that is not practicable, as soon as practicable after, the time that personal information about you is collected, EntX will take reasonable steps to ensure you are aware why EntX is collecting personal information when EntX collects the information and how EntX plans to use the information, or these things will be obvious when the information is collected by EntX.

4. Use and disclosure of personal information

EntX will only use or disclose personal information for:

- the purposes for which it was collected, as described in part 3 above;
- any related purpose for which it would reasonably be expected to be used or disclosed;
- a purpose required or permitted by law; or
- a purpose for which the individual has provided consent.

In fulfilling these purposes, EntX may disclose personal information to third parties, for example:

- to EntX's related companies;
- to EntX's suppliers (including service and content providers), contractors and service providers, professional advisers and agents. The types of service providers EntX may disclose personal information to include:
 - professional advisors such as lawyers, accountants and auditors;
 - providers or systems for recruitment management and employee (including payroll) information;
 - managers of EntX's shareholders' register; and
 - IT and data storage providers;
- to government agencies or regulatory bodies;
- to anyone to whom EntX's assets or businesses (or any part of it) are transferred;
- where necessary to protect the rights or safety of any EntX employees or a third party;
- where an individual to whom the personal information relates has consented to the disclosure; or
- where otherwise required or permitted by law. For example, EntX may disclose personal information in response to a subpoena, warrant, or request from a government enforcement agency, or as required under any laws or regulations applying to the exploration industry.

EntX requires its third party service providers to keep personal information confidential and not use it for any purpose other than performing those services.

5. Cross boarder disclosures

In circumstances where EntX has operations in countries outside of Australia, EntX may disclose personal information to recipients that are located outside of Australia (for example, overseas contractors and/or offshore servers for data storage).

In all cases, when an individual provides personal information to EntX, he or she consents to the disclosure of his or her personal information outside Australia, and acknowledges that EntX is not required to ensure that overseas recipients handle that personal information in compliance with Australian privacy law. However, EntX will take commercially reasonable steps to ensure that any overseas recipient will deal with such personal information in a way that is consistent with the Australian Privacy Principles.

6. Cookies and IP address tracking

The EntX website may use cookies for site administration purposes. Cookies are small files that store information on an individual's computer, mobile phone or other device. They enable the entity that put the cookie on the individual's device to recognise that individual across different websites, devices and/or browsing sessions. Cookies serve many useful purposes. For example, cookies help us and third parties understand which part of our website is the most popular because they help us to see which pages and features visitors are accessing and how much time they are spending on the pages. By studying this kind of information, we are better able to adapt the website and provide users with a better experience.

If for any reason an individual wishes not to take advantage of cookies, the individual may have his or her browser not accept them, although this may disable or render unusable some of the features of EntX's website.

EntX's website may also detect and use an individual's IP address or domain name for internal traffic monitoring and capacity purposes or otherwise to administer the website. Patterns of usage of visitors to the website may be tracked for the purposes of providing improved service and content, based on aggregate or statistical review of user site traffic patterns.

7. Links to other sites

EntX's website may contain links to other websites. EntX is not responsible for the privacy practices or the content of such other websites. The privacy policies applicable to such other websites may differ substantially from this Privacy Policy, so EntX advises individuals to read them before using those websites. EntX will not be liable for any use of those websites.

8. Security

EntX implements a number of physical and electronic measures to protect personal information from misuse, interference and loss and from unauthorised access, modification, use and disclosure. It restricts access to EntX's physical and electronic databases, maintains firewalls and encrypts certain data where practicable to do so. Please note, however, that the internet is not a secure environment and although all care is taken, EntX cannot guarantee the security of information provided to it via electronic means.

EntX has procedures in place to be implemented if EntX becomes aware of an actual or suspected misuse of or unauthorised access to personal information.

EntX will also take reasonable steps to ensure personal information held by it is destroyed or permanently de-identified if it is no longer needed for the disclosed purpose (subject to legal obligations relating to record storage).

9. Access and correction

An individual has a right to access and request correction to most personal information that EntX has about that individual. In some circumstances, it may not be possible for EntX to provide the individual with all of his or her personal information, or an exemption under the Privacy Act may apply. For instance, the employee records exemption may apply or EntX may not provide access to information if disclosing that information would impact on the privacy of another individual or would reveal commercially sensitive information about EntX. Where EntX will not provide access to personal information held about an individual, EntX will inform the individual of the reason.

When an individual requests access to his or her personal information, EntX may need to take measures to verify the individual's identity before responding. If an individual thinks that any personal information EntX holds about him or her is inaccurate, the individual may contact EntX's Privacy Officer using the contact details at the end of this Policy and EntX will take reasonable steps to ensure that the information is corrected.

10. Complaints handling and queries

If an individual has any complaint or queries about the way EntX has handled his or her personal information (including if the individual thinks EntX has breached the Privacy Act) the individual may do so by contacting EntX's Company Secretary:

1300 105 041 or dconnor@entX.com.

EntX takes complaints seriously and will investigate the complaint and respond promptly after receiving written notice of the complaint.

11. Periodic Updates

EntX may modify or update this Policy from time to time by publishing it on the EntX website. EntX encourages individuals to check the EntX website periodically to ensure that they are aware of EntX's current Privacy Policy.