

Privacy Policy

Purpose of this Policy

Regis is committed to respecting your privacy. This Privacy Policy sets out how we collect, use, store and disclose your personal information in accordance with the Australian Privacy Principles contained in the *Privacy Act 1988* (Cth).

In this policy:

Personal information means information which identifies an individual or from which an individual's identity can be reasonably ascertained. For example, this may include your name, contact details, date of birth, gender and financial information.

Regis means Regis Resources Ltd (ABN 28 009 174 761) and our related bodies corporate.

Sensitive information includes information or an opinion about an individual's health, race, ethnic origin or criminal record.

Regis may modify its Privacy Policy from time to time by publishing changes to it on the Regis website. We encourage you to check the website periodically to ensure that you are aware of our current Privacy Policy.

Collection of Personal Information

Regis collects, uses, holds and discloses personal information in order to undertake and facilitate its business operations and to comply with its legal obligations.

Summarised below are the main purposes for which Regis collects, holds, uses and discloses personal information about individuals and the types of information that it collects.

Prospective Employees and Contractors

When an individual applies for a position with Regis, we will collect personal information about the individual to assist us in our decision on whether or not to make an offer of employment or engage the individual under a contract. The types of information collected may include name, contact details, work history and relevant record checks and other information (including sensitive information) related to the recruitment of the particular individual.

This Privacy Policy does not apply to acts and practices in relation to employee records of our current and former employees, which are exempt from the Privacy Act.

Contractors

Regis collects and holds personal information relating to individuals who are contracted to either Regis or its related bodies corporate. The types of information collected may include an individual's name, contact details, work history and relevant record checks and other information related to the particular contractual relationship.

Suppliers

Regis collects personal information about individuals who are contracted to, or employed by, Regis' suppliers. These suppliers include drilling, haulage and labour hire service contractors who are responsible for providing personnel to Regis' sites. As with contractors and employees engaged

directly by Regis, the types of information may include an individual's name, contact details, work history, medical checks and other relevant information, including sensitive information.

Shareholder information

Regis collects personal information about its retail shareholders. This information includes name, contact details, tax file number and other information required to establish and maintain a shareholder relationship. Regis engages a third-party share registry service provider to manage its share registry and store shareholder information.

Enquiries by individuals

Regis may be provided with personal information when an individual contacts Regis by phone, email, post or via its website. The types of information provided often includes the individual's name, contact details and other information which is necessary to enable Regis to respond to the individual's enquiry.

Visitors to the corporate office or site

When an individual visits Regis' corporate offices or mine sites, they are required to provide personal information for health, safety and security purposes. The types of information collected may include their name, contact details, licence details and COVID related travel history.

Contracting Parties

Regis has contractual relationships with a variety of individuals including landowners, tenement holders and prospectors. Regis collects and holds personal information in relation to these individuals. The information collected includes name, contract details and other information necessary for the purpose of establishing and maintaining the contractual relationship.

Legal Compliance

Regis may collect personal information about an individual as required or permitted by law.

How personal information is collected

Regis will often collect personal information directly from the individual to whom it relates. However, in some circumstances personal information about an individual will be collected from a third party such as a contracting company or third-party service providers. Examples include Regis' share registry service provider and recruitment and labour hire service providers.

Further, when recruiting contractors or employees Regis may obtain information from recruitment consultants, previous employers, referees and others who may be able to provide information to assist us in our decision on whether or not to make an offer of employment to or engage an individual under a contract.

Regis may supplement any personal information it collects with information from other public sources such as generally available publications and other information accessible on the internet.

Disclosure of Personal Information

Regis may disclose personal information for the purposes described in this privacy policy to:

- our employees and related bodies corporate;

- third party suppliers, service providers and contractors engaged by Regis in connection with the operation of our business including share registry providers, data storage providers and recruitment service providers;
- professional advisers and agents including solicitors, accountants and auditors;
- anyone to whom our assets or businesses (or any part of them) are transferred;
- specific third parties authorised by you to receive information held by us;
- government agencies, regulatory bodies and law enforcement agencies as reasonably necessary; and
- other persons as required, authorised or permitted by law.

Disclosure of Personal Information outside Australia

Regis' gold mining operations are all Australian based and therefore personal information will largely be stored within Australia. However, we may disclose personal information to organisations or persons outside of Australia. For example, through third party service providers and data storage entities located overseas. We will, however, take 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.

Using our website and cookies

While we do not use browsing information to identify individuals personally, we may record certain information about their use of our website, such as usage patterns and the internet protocol address assigned to the individual's computer. This assists Regis to improve the functionality and content of its website.

We may also use 'cookies' on our website to track website usage and remember an individual's preferences. You can disable cookies through your internet browser but our website may not work as intended for you if you do so.

The Regis website may contain links to other websites. Regis is not responsible for the privacy practices of, or any content on, those linked websites. The privacy policies that apply to those other websites may differ substantially from this privacy policy, so we encourage individuals to read them before using those websites.

Security

Protecting the security of your personal information is important to Regis. We take reasonable steps to protect personal information from misuse, interference and loss, as well as unauthorised access, modification or disclosure. Regis implements a number of physical, administrative, personnel and technical measures to protect personal information it collects and holds. For example, we restrict access to our databases containing personal information and regularly upgrade our system security.

The internet is not a secure environment and although we seek to protect individual's personal information, Regis cannot guarantee the security of personal information provided to us electronically.

Accessing or correcting your personal information

Subject to any exceptions in the Privacy Act, an individual has the right to access and request correction to their personal information held by Regis. Requests for access the personal information should be sent via email to enquiries@regisresources.com. Sometimes, we may not be able to provide you with access to all of your personal information and, where this is the case, we will tell you why. We may also need to verify your identity when you request your personal information.

If you think that any personal information we hold about you is inaccurate, please contact us and we will take reasonable steps to ensure that it is corrected.

Making a complaint

If you think we have breached the Privacy Act, or you wish to make a complaint about the way we have handled your personal information, you can contact us via email at enquiries@regisresources.com. Please include your name, email address and/or telephone number and clearly describe your complaint. We will acknowledge and investigate your complaint and respond within a reasonable period of time. If you are not satisfied with our handling of the complaint, you may lodge a complaint with the Office of the Australian Information Commissioner.

Contact us

For further information about our Privacy Policy or practices, or to access or correct your personal information, or make a complaint, please contact us on +61 8 9442 2200 or by email at enquiries@regisresources.com.

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