

Privacy Policy

Hawsons Iron Limited
ABN 63 095 117 981 (Company)

1. Introduction

Hawsons Iron Ltd respects people's privacy. Hawsons is bound by the Australian Privacy Principles in the Privacy Act 1988 (Cth) (the Privacy Act), as well as other applicable laws protecting privacy. All personal information that Hawsons handles is managed in accordance with those laws

It outlines how we collect, use, disclose and protect your personal information, as required by the *Privacy Act 1988* (Cth) (**Privacy Act**). It also outlines how you can access and correct your information, ask a question or make a complaint.

This Privacy Policy does not cover the personal information of our employees.

In this Privacy Policy, unless the context requires otherwise, a reference to 'we', 'us' or 'our' is a reference to Hawsons Iron Ltd.

2. Collecting personal information

What is personal information?

Personal information is information that identifies you as an individual or from which your identity can be reasonably identified.

The types of personal information we may collect include:

- your name;
- your address;
- your email address;
- your telephone or fax number;
- your date of birth; and
- other information of a personal nature that you disclose during communications with us, whether in person, over the telephone, via email or in writing.

What is the purpose for collecting personal information?

We collect personal information for purposes relating to our business functions and activities.

Hawsons collects personal information about individuals who are contracted to, or employed by, Hawsons's suppliers (including third party service providers) and customers, and their related companies and agents. As required, this information may include an individual's name, contact details and other information necessary for Hawsons to conduct business with that person or their organisation.

Hawsons may also collect personal information about individuals within the communities in which it operates, including a person's name and contact details, when necessary for conducting its operations in that locality.

For example, if you are a supplier or contractor, we collect your personal information for the purposes of engaging you to supply goods or services (or both) and then managing our ongoing relationship with you. When an individual visits a Hawsons site, Hawsons records personal information about that individual which can include their address, phone number and licence details, for health and safety, and security purposes.

If we do not collect your personal information, we may not be able to do business with an individual or their organisation or provide to them the products or information they require. Hawsons collects personal information about its retail shareholders, and individuals who may be employed by or contracted to institutional shareholders. This information includes names, contact details and other information required for the purpose of establishing and maintaining the shareholder

relationship.

When an individual applies for a job or contract with Hawsons, Hawsons 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 Hawsons in its 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, Hawsons may require prospective employees to undergo certain medical checks

How do we collect personal information?

We may collect your personal information through different means, including as set out below:

(a) Directly from you

We may do this when we meet you in person, such as when you complete an application form or contract. But we may also collect your personal information directly from you in other ways, including when:

- we have a conversation with you over the telephone;
- you send an email or letter to us;
- you complete an enquiry or form or subscribe to investor updates via our website; or
- you submit a tender.

(b) Indirectly

We may also collect your personal information from third parties. This may include collecting your personal information from third parties such as public sources, our related companies, introducers or information service providers.

(c) From our website

If you access our website, you will browse anonymously (unless you have completed an online application form), except as set out in this section.

For all visitors browsing our website, we may use cookies to collect information such as the server your computer is logged on to, your browser type, the time of visit, pages visited and your IP address. We may also derive the general geographic area associated with an IP address.

Information collected in this way is not capable on its own of personally identifying you.

If you have provided us with personal information by completing a form online and we have identified you, it may be possible for us to link your identity to your previous anonymous browsing history and collect information about your possible future use of our websites, irrespective of how you access our sites (e.g., by clicking a link in an advertisement or from a third-party website).

If you would prefer not to be identified in this way, you should delete the cookies and reconfigure the cookie preferences on your internet browser.

3. How we use and disclose your personal information

We collect, hold, use and disclose your personal information to process applications and payments, verify your identity and other details, manage our business dealings (including by monitoring, auditing and maintaining accurate records), protect our lawful interests and deal with your enquiries and concerns.

To do this, we may disclose your personal information to third parties who:

- provide services which are necessary for us to conduct our business, such as providers of archival, auditing, debt collection, banking, insurance, marketing, advertising, valuation, mail house, delivery, recruitment, technology, data processing, research, investigation, professional advisory (legal, accounting, financial and business consulting) and security services;

- are regulatory bodies, government agencies, law enforcement bodies, courts and dispute resolution schemes; or
- are your authorised agents, executors, administrators or legal representatives.

We may also hold, use and disclose your personal information in connection with suspected fraud, misconduct and unlawful activity, and as part of acquisitions or potential acquisitions of our business.

On some occasions, we may be obliged to disclose your personal information by law, e.g., court order or statutory notices pursuant to any legislation and to government authorities

4. Keeping personal information secure

We use security procedures and technology to protect the personal information that we hold in electronic and hard copy format.

Hawsons implements a number of physical and electronic measures to protect personal information. We restrict access to our physical and electronic databases, maintain firewalls, lock cabinets, maintain authority level protocols and encrypt certain data where practicable to do so. Please note, however, that the internet is not a secure environment and although all care is taken, Hawsons cannot guarantee the security of information provided to it via electronic means.

Information stored on our computer systems can only be accessed by staff entrusted with authority and access passwords.

5. Access and correction of personal information

Access

You may access the personal information we hold about you upon request.

You can make a request in an email or letter or by telephone. To make such a request, please see our contact details in section 6 below.

We will need to validate the identity of anyone making an access request, to ensure that we do not provide your information to anyone who does not have the right to access that information.

Your rights to access your personal information are subject to some limitations. For example, we do not have to provide you with access to the extent that it would be illegal to do so, if it would have an unreasonable effect on the privacy of others or the request is frivolous or vexatious.

We do not usually charge you for access to your personal information. However, if the request is complex, we may charge you the cost of providing the access, such as staff costs of locating and collating information or copying costs.

Correction

If you feel that the personal information relating to you that we hold is incorrect, you can contact us to request that we correct that information. Please see our contact details in section 6 below.

There will be no cost to you if we correct your personal information held by us

6. Complaints

If you believe that we have not complied with our obligations relating to your personal information, please contact our Privacy Officer as follows:

By phone:

Call (07) 3554 1003 between 8.30am and 5.00pm (AEST) Monday to Friday.

By mail:

Mail your written complaint to:

The Privacy Officer
Hawsons Iron Ltd
PO Box 10919
BRISBANE QLD 4000

By email:

Send an email at any time to engage@hawsons.com.au.

7. Updates

We may review and amend this Privacy Policy from time to time to address changes to laws and to reflect our current operations and practices.

You can obtain a copy of the current version at www.hawsons.com.au or on request to the Privacy Officer.

Approved by the Board

Date: 25 February 2025