

# Perenti Privacy Statement

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## 1. Perenti Privacy Statement

### 1.1 Who we are

Perenti is an ASX listed, diversified mining services group with interests in contract mining, drilling services, mining support services and technology solutions. Perenti's group of companies includes Perenti Limited (ABN 95 009 211 474) and its subsidiaries ('Perenti', 'Perenti Group', 'we', 'us', 'our').

All references in this Privacy Statement ('Statement') to 'our website' refer to the websites owned by Perenti which include a link to this Statement.

### 1.2 About this Statement

We value your privacy and are committed to transparency with our collection, handling and security of your personal information.

This Statement tells you what to expect when we collect and handle personal information about you, and how to exercise your rights in relation to your personal information.

If your personal information is processed in the context of Perenti's operations outside of Australia, then this Statement is supplemented by the relevant addendum outlined below. Each addendum can be found at the end of this Statement.

Jurisdiction	Addendum
European Union	EU Addendum

### 1.3 What personal information does Perenti collect and why

The kind of personal information we collect is different depending on the circumstances in which we deal with you.

Your relationship to us	Kinds of personal information we may collect
Prospective directors and employees	<ul style="list-style-type: none"> <li>Name, title, gender, age, date of birth and photograph.</li> <li>Contact details such as postal address, email address and telephone number.</li> <li>Citizenship and right to work.</li> <li>Employment history, professional experiences, attributes, qualifications, education history, professional certifications and/or professional memberships.</li> <li>Language capabilities.</li> <li>Corporate interests (including directorships in third parties)</li> <li>Health information relevant to prospective employment or engagement and fitness for work.</li> <li>Personal information we collect about you from third party sources.</li> <li>Any information provided to us through background checks for the purpose of considering your application, such as a national police check.</li> <li>Any information provided to us when you correspond with us and/or are interviewed by us, and that is provided to us by your referees.</li> <li>Your image and movements on CCTV cameras operating at our sites.</li> <li>Details of referees, dependents, and emergency contacts.</li> <li>Marital status.</li> <li>Racial or ethnic origin.</li> <li>Trade union membership (in certain jurisdictions).</li> </ul>

Your relationship to us	Kinds of personal information we may collect
<b>Directors and employees</b>	<p>In addition to the categories of information collected about prospective directors and employees, including any updates to that information from time to time, we may collect:</p> <ul style="list-style-type: none"> <li>• Information about you and your role set out in your employment or engagement contract, including salary or any amounts payable to you.</li> <li>• Information about your ongoing entitlement to work.</li> <li>• Financial-related information, including your bank details, tax information and superannuation information, the details of any salary packing arrangements you put in place and details of any deductions we are required to process for you, such as trade union membership payments and garnishee orders.</li> <li>• Travel-related information where relevant to your work, such as passport information required to facilitate international travel.</li> <li>• Health and safety information related to fitness for work (including vaccinations), your health and safety at work, incidents and workers compensation claim information.</li> <li>• Information about attendance at work, including leave and related health information.</li> <li>• Records about your attendance at sites captured through our sign in procedures.</li> <li>• Performance-related information, such as information about you gathered through performance reviews, performance management and disciplinary processes.</li> <li>• Training and development information.</li> <li>• Information gathered through monitoring your use of work resources and IT systems, and your activity at work sites.</li> <li>• Any diversity and inclusion information you choose to provide us, such as racial and ethnic origin, and sexual orientation.</li> <li>• Photographs taken at work for promotional purposes, such as internal publications and LinkedIn posts.</li> <li>• Information related to the end of your employment or engagement.</li> </ul>
<b>Prospective clients, prospective investors and subscribers to our mailing lists to whom we send marketing communications</b>	<ul style="list-style-type: none"> <li>• Name, title, position, employer, and contact details, such as postal address, email address and telephone number.</li> <li>• Information about your preferences.</li> </ul>
<b>Clients, and employees of clients</b>	<ul style="list-style-type: none"> <li>• Name, title, position and contact details, such as postal address, email address and telephone number.</li> <li>• Vehicle registration number.</li> <li>• Information provided when you correspond with us.</li> <li>• Information about the business and associated services we provide to you or your employer, such as: <ul style="list-style-type: none"> <li>○ Information on joining forms, order details, order history, and payment details.</li> <li>○ Information on client service, client relationship management and marketing.</li> </ul> </li> <li>• Health and safety information, if you visit one of our sites.</li> <li>• Your image and movements on CCTV, if you visit one of our sites.</li> <li>• Information you provide to help us deliver an improved service, for example if we ask you to fill in a survey or questionnaire.</li> </ul>

Your relationship to us	Kinds of personal information we may collect
<b>Investors</b>	<ul style="list-style-type: none"> <li>Name, title and contact details, such as postal address, email address, and telephone number.</li> <li>Tax File Number.</li> <li>Details in respect of your shareholding, including number and type of shares held.</li> <li>Your voting record.</li> </ul>
<b>Our suppliers and service providers, and their employees (including secondees)</b>	<ul style="list-style-type: none"> <li>Name, title, gender and date of birth.</li> <li>Contact details, such as telephone number, postal address and email address.</li> <li>Information provided when you correspond with us.</li> <li>For secondees, details of dependents, emergency contacts, marital status, citizenship, right to work and language capabilities.</li> <li>Publicly available information, such as information you make available about yourself on your company website or LinkedIn.</li> <li>CVs, pitch and tender information.</li> <li>Criminal record information, when disclosed as part of a national police check.</li> <li>For sole traders, your business registration numbers, and business names.</li> <li>Proof of identification and address.</li> <li>Details of compensation, expense claims and bank details.</li> <li>Information required to access our systems and applications.</li> <li>Work hours (overtime and hours worked).</li> <li>Health and safety information, if you visit one of our or our client's sites.</li> <li>Your image and movements on CCTV, if you visit one of our sites.</li> </ul>
<b>People who contact us with enquiries</b>	<ul style="list-style-type: none"> <li>Name, title, position, employer and contact details, such as postal address, email address and telephone number.</li> <li>Information provided when you correspond with us.</li> </ul>
<b>Website visitors</b>	<ul style="list-style-type: none"> <li>Name, title, position, employer and contact details, such as postal address, email address and phone number.</li> <li>Technical information such as IP address, browser type and version, browser plug-in types and versions, operating system and platform.</li> <li>Information about your visit and your behaviour on our website, such as the website you visit before and after visiting our website (including date and time), time and length of visits to certain pages, page interaction information (such as scrolling, clicks, and mouse-overs), methods used to browse away from the page, traffic data, location data, weblogs and other communication data and information provided when requesting further service or downloads.</li> </ul> <p>Please note that unless you log into a secure portal or insert your personal information into a form on one of our websites, we may not be able to identify you from the information we collect about your website visit.</p>

## 1.4 How we collect your personal information

We generally collect personal information directly from you, when you provide it to us voluntarily. This may be in person, online, by telephone, email or through our communications with you. When we deal with you in the context of your employment (for example, if you are an employee of a client or a supplier), your personal information may be provided to us by one of your colleagues.

In some circumstances, we also collect personal information:

- Passively (through observation), such as through CCTV cameras at our sites and monitoring use of our website and IT systems.
- From third parties, such as:
  - Referrers who provide information about prospective clients and their employees.
  - Our joint venture partners or consortium members.
  - People who provide performance reference checks of our suppliers and their employees.

- Our suppliers, contractors and consultants.
- Public agencies.
- Recruitment agents, vetting or background check service providers and recruitment platforms.
- Referrers who provide information about prospective directors or employees.
- Sources of publicly available information.

## 1.5 Purposes for which we may use your personal information

The purposes for which we may use your personal information depend on the circumstances in which we deal with you. In addition to the specific purposes identified in the following table, we may also use your personal information for the general purposes described below.

Your relationship to us	Purposes for which personal information may be used
<b>Prospective directors and employees</b>	<ul style="list-style-type: none"> <li>• Managing and considering your application.</li> <li>• Contacting you throughout the recruitment process and providing you with updates on the status of your application.</li> <li>• Verifying your personal information, including to conduct background checks for the purposes of considering your application.</li> <li>• Dealing with any enquiries you may have.</li> <li>• Carrying out statistical analysis on our applicants.</li> <li>• Where you have requested or agreed that we do so, contacting you with details of vacancies that you may be suitable for and/or interested in.</li> </ul>
<b>Directors and employees</b>	<ul style="list-style-type: none"> <li>• Managing our relationship, including payroll processing, workforce management, legal compliance and updates about the Group.</li> <li>• Monitoring performance and compliance with policies.</li> <li>• Managing the safety of our sites and our personnel.</li> </ul>
<b>Prospective clients, prospective investors, and subscribers to our mailing lists to whom we send marketing communications</b>	<ul style="list-style-type: none"> <li>• Business development and marketing purposes.</li> <li>• Contacting you with information about our products and services which either you request, or which we feel will be of interest to you (including newsletters).</li> <li>• Market research and marketing campaigns.</li> </ul>
<b>Clients, and employees of clients</b>	<ul style="list-style-type: none"> <li>• Supplying our business and services to you or your employer.</li> <li>• Sending you communications about our business and services such as administrative messages (for example, setting out changes to our terms and conditions and keeping you informed about our fees and charges).</li> <li>• Contacting you with information about our business and services which either you request, or which we feel will be of interest to you (including newsletters).</li> <li>• Managing our relationship with you.</li> <li>• Market research and marketing campaigns.</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>• Managing your shareholding and providing you with information about your shareholding and/or Perenti.</li> <li>• Contacting you with information about the business of the Perenti Group which either you request, or which we feel will be of interest to you (including newsletters).</li> <li>• Managing our relationship with you.</li> </ul>
<b>Our suppliers and service providers, and their employees (including secondees)</b>	<ul style="list-style-type: none"> <li>• Enabling us to purchase and receive products and services from you or your employer (including supplier due diligence, payment and expense reporting and audits).</li> <li>• Assessing your working capacity and performance.</li> <li>• Confirming information on CVs and performing reference checks, to assess you or your employer's suitability to work for or provide services to us.</li> <li>• Security vetting and criminal records checking (where applicable and permitted by law).</li> </ul>

Your relationship to us	Purposes for which personal information may be used
People who contact us with enquiries	<ul style="list-style-type: none"> <li>Responding to your enquiries.</li> </ul>
Website visitors	<ul style="list-style-type: none"> <li>Allowing you to access and use our website, and customising the website according to your preferences.</li> <li>Improving, maintaining and managing the security of our website.</li> </ul>

Whatever our relationship with you is, we may also use your personal information for the following purposes:

- For general business purposes, including internal corporate reporting, administration, record keeping and archiving, accounting, insurance, audit, training, supply chain management, analysis, research and development,, quality assurance, identifying and implementing business efficiencies and improvements to products and services.
- Implementing, maintaining and monitoring the security of company sites, facilities and systems.
- Analysing aggregated personal information to better understand the people we deal with.
- Dealing with any enquiries or issues you have about us and our products and services.
- Complying with our legal and regulatory obligations.
- Protecting our lawful interests.
- Managing health and safety.
- Responding to and investigating incidents and complaints.
- Otherwise, where permitted or required by law.

## 1.6 Marketing

We send marketing communications to our clients and prospective clients and their employees, investors and prospective investors, website visitors and subscribers to our mailing lists.

We will obtain your consent to receive direct marketing communications where we are required to do so by law.

If you wish to stop receiving marketing communications, you can use the unsubscribe function in our communications, or you can contact our Privacy Officer using the contact details below.

## 1.7 How and why we share your personal information with others

We may share your personal information within the Perenti Group for the purposes described in this Statement.

We may share your personal information with the following third parties or categories of third parties who provide services to us:

- Suppliers, service providers and subcontractors, who we use to provide you with our business or services.
- Our IT service providers who may access personal information stored within their respective solutions when providing support and maintenance.
- Joint venture or consortium partners outside our Group in relation to whom you have provided your consent for us to disclose to.
- Our other suppliers, service providers and subcontractors, who assist us to conduct the activities described in section 1.5 above.

Perenti takes reasonable steps to ensure that the suppliers, service providers and subcontractors who may handle personal information in the course of providing services to us do so in accordance with applicable laws.

Where you are a director or employee, your work-related personal information may be shared with third parties in connection with Perenti's business, such as Perenti's clients, suppliers, investors and other people that Perenti deals with.

We may also disclose your personal information to third parties:

- where it is in our legitimate interests to do so to run, grow and develop our business, such as if we sell or buy any business or assets and personal information is transferred in the course of that transaction;
- where required by law or the rules of any stock exchange;

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- to protect the rights, lawful interests and property of Perenti;
- to protect the safety of our staff, clients or other persons;
- with your consent; or

otherwise, where permitted by law, such as for law enforcement purposes.

### 1.8 Where we may transfer your personal information

Your personal information may be used, stored and/or accessed by staff operating outside of your country of residence working for any member of the Group or its suppliers.

When we do this, we take steps to ensure that there is a lawful basis and that there are appropriate technical and security controls in place to protect your personal information.

Some of these countries include: Australia; Bosnia and Herzegovina; Botswana; Burkina Faso; Canada; Chile; China; Cote D'Ivoire; Egypt; member states of the European Union; Ghana; Guinea; Hong Kong; India; Mali; Mauritius; Morocco; New Zealand; Norway; Portugal; Saudi Arabia; Senegal; Singapore; South Africa; Switzerland; Tanzania; the United Arab Emirates; the United States; the United Kingdom; and Zambia.

### 1.9 How we store your personal information

Perenti is committed to taking reasonable steps to protect your personal information from misuse, interference, loss, and unauthorised access, modification, and disclosure. We take reasonable precautions to safeguard the confidentiality, integrity, availability and security of your personal information, including through use of appropriate organisational and technical measures. These include:

- Reasonable privacy protections embedded into the design of our information handling systems and processes.
- IT system patching and vulnerability management.
- Identity and access controls.
- Where appropriate, anonymisation and pseudonymisation.
- Cryptographic protection mechanisms.

Although we make every effort to protect the personal information which you provide to us, we cannot guarantee in all instances that the storage or transmission of personal information (including over the internet) is completely secure. If you believe that there has been unauthorised access, use or disclosure of your personal information, please contact our Privacy Officer using the contact details below.

### 1.10 Additional information for employees

If you are a Perenti employee, personal information about you handled by Perenti may be an 'employee record' within the meaning of the Privacy Act 1988 (Cth) ('**Privacy Act**'). In certain circumstances, the Australian Privacy Principles in the Privacy Act do not apply to Perenti's handling of employee records for purposes directly related to your current or former employment relationship with Perenti.

Even though the Australian Privacy Principles may not apply in certain circumstances (including access and correction requests below), we aim to provide transparency in this Statement to how we generally handle employee personal information. However, there may be circumstances where we handle personal information in a way not described in this Statement.

### 1.11 Links to other websites

Our website may contain hyperlinks to websites that are not operated by us and to which this Statement does not apply. When navigating to another website, we suggest you read its privacy statement.

### 1.12 Requesting access to your personal information

You can request access to your personal information by contacting our Privacy Officer using the contact details below. We will consider all such requests and provide our response within a reasonable period, which is generally within 30 days following receipt of your request. We may request you provide us with information necessary to confirm your identity before responding to any request you make.

In some circumstances, we may deny your request or limit the personal information that we provide to you. If we deny or limit your request, we will explain why when responding to your request.

### 1.13 Requesting correction of your personal information

We take reasonable steps to ensure that your personal information is accurate, up-to-date, relevant and complete.

If you believe that your personal information requires correction, please contact our Privacy Officer using the contact details below.

### 1.14 Further questions and how to make a complaint

If you:

- have any queries or complaints about our handling of your personal information; or
- believe that we may have breached our obligations under applicable privacy law or have failed to comply with this Statement,

please contact our Privacy Officer using the contact details below.

We will investigate your query or complaint and attempt to resolve your concerns. We will respond as soon as practicable, and generally within 30 days of receiving your correspondence.

If you are not happy with our response to your query or complaint, you can make a written complaint to the Office of the Australian Information Commissioner at:

Office of the Australian Information Commissioner (OAIC)

GPO Box 5228

Sydney NSW 2001

email: [privacy@privacy.gov.au](mailto:privacy@privacy.gov.au)

website: [www.oaic.gov.au](http://www.oaic.gov.au)

### 1.15 Contact us

If you would like to contact our Privacy Officer, please do so by:

- email: [privacyofficer@perenti.com](mailto:privacyofficer@perenti.com);
- telephone: +61 8 9321 6520; or
- writing to Privacy Officer, Perenti Limited, Level 4, William Square, 45 Francis Street, Northbridge, WA 6003, Australia.

### 1.16 Changes to this Statement

We may update this Statement from time to time. Any changes we make will be posted at [this link](#).

This Statement is current as of 22 September 2025.

## 2. EU Addendum

### 2.1 About this EU Addendum

This EU Addendum supplements the Perenti Privacy Statement, available at [this link](#) ('Statement'). It applies in relation to personal information processed in the context of Perenti's operations in the European Union.

References to "personal information" in the Statement have the same meaning as "personal data" under EU data protection laws.

### 2.2 Data controller

If you are based in the European Union (the 'EU'), Perenti Limited is the controller of your personal information, and is responsible for your personal information. Our Privacy Officer can be contacted by:

- email: [privacyofficer@perenti.com](mailto:privacyofficer@perenti.com);
- telephone: +61 8 9321 6520; or
- writing to Privacy Officer, Perenti Limited, Level 4, William Square, 45 Francis Street, Northbridge, WA 6003, Australia.

### 2.3 Your rights

You have various rights in respect of our use of your personal information as described in the Statement. If you are based in the EU, two of the fundamental rights to be aware of are that:

- You may ask us to stop using your personal information for direct-marketing purposes. If you exercise this right, we will stop using your personal information for this purpose.
- You may ask us to consider any valid objections which you have to our use of your personal information where we process your personal information on the basis of our, or another person's, legitimate interest.

You can find out more information (including information for individuals based outside of the EU) in the Statement.

### 2.4 Further processing

If you are based in the EU, before we use your personal information for any purposes which fall outside those set out in this section 2, we will undertake an analysis to establish if our new use of your personal information is compatible with the purposes set out in the Statement and this EU Addendum. Please contact us using the details in section 2.2 above if you want further information on the analysis we will undertake.

### 2.5 Legal bases for processing personal information

We consider that the legal bases for using your personal information as set out in this EU Addendum are as follows:

- our use of your personal information is necessary to perform our obligations under any contract with you (for example, to fulfil an order which you place with us, to comply with the terms of use of our website which you accept by browsing our website and/or to comply with our contract to provide services to or receive services from you or your employer); or
- our use of your personal information is necessary for complying with our legal obligations (for example, for health and safety purposes);
- where neither (a) nor (b) apply, use of your personal information is necessary for our legitimate interests or the legitimate interests of others (for example, to ensure the security of our website). Our legitimate interests are to:
  - run, grow and develop our business, including but not limited to forming and maintaining business relationships and engaging in business sales, acquisitions or joint ventures;
  - operate our website;
  - respond to your enquiries or other communications;
  - keep a record of our dealings with you;
  - select appropriately skilled and qualified suppliers;
  - ensure a safe environment for our employees and suppliers;

- carry out marketing, market research and business development;
- place, track and ensure fulfilment of orders with our suppliers;
- manage and consider your job application; and
- for internal group administrative purposes.

If we rely on our (or another person's) legitimate interests for using your personal information, we will undertake a balancing test to ensure that our (or the other person's) legitimate interests are not outweighed by your interests or fundamental rights and freedoms which require protection of the personal information. If you are based in the EU, you can ask us for information on this balancing test by using the contact details in section 2.2 above.

If you are based in the EU, we may use your special categories of data (such as health and wellbeing information) where you have provided your consent (which you may withdraw at any time after giving it, as described below).

## 2.6 How long we store your personal information

We keep your personal information for no longer than necessary for the purposes for which the personal information is processed. The length of time for which we retain personal information depends on the purposes for which we collect and use it and/or as required to comply with applicable laws and to establish, exercise or defend our legal rights.

## 2.7 Additional rights

If you are based in the EU, you have the following additional rights:

- **Right of access.** In addition to the right of access, you can ask us for a copy of your personal information; confirmation as to whether your personal information is being used by us; details about how and why it is being used; and details of the safeguards which are in place if we transfer your information outside of the European Economic Area ("EEA").
- **Right to delete your information.** You have a right to ask us to delete any personal information which we are holding about you in certain specific circumstances. You can ask us for further information on these specific circumstances by contacting us using the details in section 2.2 above. We will pass your request onto other recipients of your personal information unless that is impossible or involves disproportionate effort. You can ask us who the recipients are, using the contact details in section 2.2 above.
- **Right to restrict use of your information.** You have a right to ask us to restrict the way that we process your personal information in certain specific circumstances. You can ask us for further information on these specific circumstances by contacting us using the details in section 2.2 above. We will pass your request onto other recipients of your personal information unless that is impossible or involves disproportionate effort. You can ask us who the recipients are using the contact details in section 2.2 above.
- **Right to stop marketing.** You have a right to ask us to stop using your personal information for direct marketing purposes. If you exercise this right, we will stop using your personal information for this purpose.
- **Right to data portability.** You have a right to ask us to provide your personal information to a third party provider of services. This right only applies where we use your personal information on the basis of your consent or performance of a contract; and where our use of your information is carried out by automated means.
- **Right to object.** You have a right to ask us to consider any valid objections which you have to our use of your personal information where we process your personal information on the basis of our or another person's legitimate interest.

## 2.8 Where we may transfer your personal information

If you are based in the EU and we provide any personal information about you to any such non-EEA members of our group or suppliers, we will take appropriate measures to ensure that the recipient protects your personal information adequately in accordance with the Statement and this EU Addendum. These measures may include the following permitted in Articles 45 and 46 of the General Data Protection Regulation:

- in the case of US based entities, entering into European Commission approved standard contractual arrangements with them, or ensuring they have signed up to the EU-US Privacy Shield (see further <https://www.privacyshield.gov/welcome>); or
- in the case of entities based in other countries outside the EEA, entering into European Commission approved standard contractual arrangements with them. (This does not apply to entities based in countries which the EU

considers provides adequate protection for personal information, including Canada, New Zealand and Switzerland.)

Further details on the steps we take to protect your personal information, in these cases is available from us on request by contacting us using the contact details in section 2.2 above.

### **2.9 Cookies**

Some pages on our website use cookies, which are small files placed on your internet browser when you visit our website. We use cookies in order to offer you a more tailored experience in the future, by understanding and remembering your particular browsing preferences.

Where we use cookies on our website, you may block these at any time. To do so, you can activate the setting on your browser that allows you to refuse the setting of all or some cookies. However, if you use your browser settings to block all cookies (including essential cookies), you may not be able to access all or parts of our website or to use all the functionality provided through our website.

For detailed information on the cookies we use and the purposes for which we use them, please refer to our cookies policy (<https://www.perenti.com/wp-content/uploads/2020/09/Perenti-Global-Limited-Cookies-Policy.pdf>).

### **2.10 Escalation**

If you are dissatisfied with our response to your request or complaint, you may also make a complaint to the data protection regulator in the country where you usually live or work, or where an alleged infringement of the relevant data protection legislation has taken place. Alternatively, you may be entitled to seek a remedy through the courts if you believe your rights have been breached.

### **2.11 Changes to this EU Addendum**

We may update our EU Addendum from time to time. Any changes we make will be posted at [this link](#).

This EU Addendum is current as of 22 September 2025.