



Privacy Collection Statement

Noumi Limited
ACN 002 814 235

Version	Document #	Document Owner	Approved By	Date Approved	Review Date	Distribution
1.3	POL_LG_014	Group General Counsel & Company Secretary	Chief Executive Officer	25/07/2024	27/06/2026	External

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Privacy Collection Statement

1. How we use your Personal Information?

We are committed to protecting your Personal Information. We (and/or our service providers) collect your Personal Information, including sensitive personal Information, only when it is voluntarily provided and if it is reasonably necessary for the purposes of conducting our business. For example:

- a. to deliver the products and/or services that you have requested from us, or so that you can deliver the services and/or products that we have requested from you;
- b. to respond to your requests, questions and comments;
- c. to conduct product, demographic and market research;
- d. to send you marketing materials or newsletters about our products;
- e. to inform you of and conduct our contests and promotional offers;
- f. to assist us to manage our workplace health and safety obligations;
- g. to comply with any legal obligations such as Public Health orders; and/or
- h. for recruitment purposes.

By providing your Personal Information to us (or our service providers), you consent to the use of your information in one or more of these ways. If you decide not to provide us (or our service provider) with the necessary Personal Information, we may not be able to provide you with the relevant products, services or information.

We also use “cookie” technology to collect information when you visit our websites. This is used for statistical purposes to enhance our websites and your online visits. For more information on how we use cookies, please see our Cookies Policy.

2. Direct marketing

If you do not wish to receive marketing materials from us, you can unsubscribe by clicking the unsubscribe function in any electronic communication, or by contacting our Privacy Officer at privacyofficer@noumi.com.au and advising that you no longer wish to receive these marketing materials from us.

3. How we may disclose your personal information

We may disclose your Personal Information to our related companies; joint promoters of promotions; or third parties, such as service providers, who assist us in conducting our business or providing the information, products or services that we are providing to you.

Further, in some circumstances we or our related companies may be required by law to report Personal Information that you provide to us. Where such a requirement occurs, you consent to us disclosing your information (including Personal Information) to comply with such requirements.

Occasionally, we may disclose your Personal Information overseas, for example, to our related companies or overseas web service providers. These countries may not have data protection laws similar to Australia. By providing us (or our service providers) with your Personal Information, you acknowledge and consent:

- a. to the disclosure of your Personal Information in this way and to third parties located overseas; and
- b. that we or any of our related companies will not be accountable under the Privacy Act 1988 (Cth) (Privacy Act) or any other applicable laws for any breach of your privacy by a third-party recipient of your Personal Information located overseas; and
- c. that you will not be able to seek redress under the Privacy Act or any other applicable laws against us or any of our related companies for any breach of your privacy by the third-party recipient located overseas.

4. You may access and update personal information

If you wish to access, correct or update your Personal Information or if you have any complaints about the way we handle, or have handled, your Personal Information; or if you consider that we have breached the APPs, please contact our Privacy Officer at privacyofficer@noumi.com.au. Once the Privacy Officer has received your email, they will respond to your request or complaint as soon as possible. Please see our Privacy Policy for more information about accessing or correcting your Personal Information, and privacy complaints.

5. Updates to Privacy Collection Statement

We may modify this Privacy Collection Statement at any time, in our sole discretion and all modifications will be effective immediately upon our posting of the modifications on this site.

6. Note to parents and caregivers

We care about the privacy of children. We recognise that children's use of the internet, social media and email raise special concerns regarding privacy and security of information.

We remind and encourage all parents to check and monitor their children's online activities. Help us protect the privacy of your children by ensuring that they never send email, engage in social media activities, or submit Personal Information on our websites without your permission.

For your children's enjoyment, we occasionally link to other sites or social media pages. We are not responsible for those other sites or social media pages, and we advise you to check their privacy policies as well.

7. Variation

We may modify this statement at any time, in our sole discretion, and all modifications will be effective immediately upon our posting of the modifications.

8. Collection of Personal Information for Recruitment Purpose Only

a. Additional information for employment candidates

We and our related companies are committed to respecting the privacy of our online visitors and employment candidates. Please read our Privacy Policy and Privacy Collection Statement before you provide any Personal Information for the purpose of applying for employment at our company.

This additional information for employment candidates describes what type of information we collect when you provide Personal Information to us online, via email, or via our website (including careers pages) and how we use that information.

b. The personal information we collect and how we use it

'Personal information' may include your name, address, email address, job experience and history and any other Personal Information that you voluntarily provide about you and your skills and interests. This information will be used to evaluate your qualifications for available roles and possibly to contact you for further information.

We may also request that you provide sensitive personal information in connection with your recruitment including information about your racial or ethnic origin, political opinions, religious beliefs or affiliations, health or medical conditions, vaccination status, genetic information, biometric information, sexual orientation, criminal record, trade-union membership and political association membership.

By providing your Personal Information, including sensitive personal information, to us you acknowledge and agree that the information you provide is complete and correct to the best of your

knowledge. If you do not provide requested Personal Information or provide false information during the application process your application may be rejected or terminated.

Unsuccessful job applications may be retained. If you do not want us to retain your Personal Information, please contact our Privacy Officer at privacyofficer@noumi.com.au.

c. Consent and authorisation

By submitting your Personal Information to us online, by email or via our website (including careers pages), you consent to us (and/or our service providers and authorised agents) undertaking a background investigation including, but not limited to, a criminal background check, reference checks, verification of any information that you have provided, and you authorise all companies, businesses, educational institutions, persons, law enforcement agencies, courts and former employers to release information that they may have about you.