OUR POLICIES

PRIVACY

Black Cat Syndicate Limited **("Black Cat**" or "**the Company**") is committed to respecting individual privacy and to ensuring that Personal Information is handled appropriately and in accordance with relevant privacy laws.

This commitment is endorsed by our Board and championed by all members of the leadership team. Additionally, it is the responsibility of all personnel to handle Personal Information in a sensitive and professional manner.

Black Cat will take all reasonable and practical steps to meet this commitment through the implementation of a fit for purpose management system and processes focused on:

Operating in accordance with the Privacy Act 1988, applicable laws, principles, and regulations.

- Collecting only Personal Information that is necessary to carry out the Company's activities.
- Ensuring, personnel are aware of why their personnel information is being collected.
- Implementing, where practicable, controls around technology and processes to protect Personal Information.
- Taking appropriate actions to address breaches by personnel of the obligations imposed by the Privacy Act 1988 and this policy.
- Allowing personnel to update their Personal Information.
- Informing personnel how the Company may be contacted if personnel have any questions or complaints about the information that the Company holds.
- Maintaining appropriate emergency and critical incident response programs to minimise any environmental impact of unintended incidents.
- Continuously monitoring, reviewing and improving our environmental management system and performance.

The commitment in this policy is underpinned by Black Cat's responsible operating framework that is integral to all aspects of our business.

This policy should be followed by all Black Cat personnel including employees, contractors, suppliers and visitors.

Paul Chapman
Chairperson

James Bruce
Managing Director