

VACCINATION STATUS INFORMATION

PRIVACY NOTICE

Information in connection with your vaccination status

This notice concerns the information which you are providing to Iluka, or the information Iluka is otherwise collecting, in connection with your COVID-19 vaccination status (your **Vaccination Information**). Iluka understands the sensitivity of this information and wishes to inform you about how Iluka (being Iluka Resources Limited, or otherwise referred to as “we” or “us”) will handle the information. This includes how the information is collected, used, stored, transferred and otherwise processed by Iluka.

Personal information we collect in this context

Your Vaccination Information may constitute, or may contain, your personal information. Personal information is information about you through which you can be identified (including where you can reasonably be identified by combining the information with other information), and this may include health information about you.

The personal information which we collect in this context includes:

- Documentation you submit as proof of your vaccination status (e.g. Your COVID-19 Digital Certificate and/or immunization history statement);
- Information recorded on that documentation (eg. your Individual Healthcare Identifier, information about which vaccine you received, dates vaccine received);
- Other information relating to your COVID-19 vaccination status (e.g., whether you have received one or more doses of a vaccine, dates vaccine booked);
- Medical Exemption information or other exemption information (e.g., if you choose to submit an application for an exemption and provide information about your health or medical condition(s) or your beliefs, including supporting documentation such as an Australian Immunisation Register immunisation medical exemption form);
- Any other information reasonably required to implement Iluka’s *COVID-19 Vaccination Policy*.

How we use your personal information and the purpose for which we use it

Iluka collects, uses and processes the above personal information for the following purposes:

To manage health and safety risks. We may need to use the information to protect the health and safety of our employees and other persons who perform work at, or otherwise enter, our sites and premises. This includes planning health and safety approaches; determining health protocols (including isolation, quarantine, testing, and contact tracing); implementing Iluka’s *COVID-19 Vaccination Policy*; making decisions about granting exemptions to the vaccination requirements; and coordinating the dispensing of COVID-19 vaccines, if necessary.

To communicate with you. This may include communicating with you about COVID-19 safety, testing, and vaccination considerations or responding to your questions or requests.

To comply with our legal obligations. This includes compliance with all applicable legal or regulatory obligations, including Work Health and Safety Acts, Public Health Acts and directions made under those laws.

We may also anonymize your personal information in such a way that you may not reasonably be re-identified, and we may use this anonymized information for any other purpose.

Consequences if you do not provide the personal information in this context

If you do not supply your Vaccination Information to Iluka, the consequences may be:

- As set out in Iluka's *COVID-19 Vaccination Policy* (including possible disciplinary consequences);
- In relation to exemption information, that Iluka will be unable to properly consider any exemption application;
- That you are failing to comply with State public health orders (where applicable).

There may be other consequences, in which case we will inform you at the time that the information is collected whether it is compulsory and the consequences of failing to provide it..

Who has access to your personal information

Iluka may share the above personal information with the following parties:

Service providers. We may share your personal information with service providers who perform business operations for us in connection with the purposes set out above. For example, those who provide cloud hosting services (eg. Workday) and support email and messaging services (eg. Microsoft).

Related companies. We may share your personal information with related companies within the Iluka Group and they may handle it in the ways described in this notice. For example, if you are on an international secondment, we may share your vaccination status information with the Iluka international subsidiary you are seconded to.

Government agencies, etc. We may share your personal information with law enforcement agencies, courts, other government authorities or other third parties where we believe it is necessary to comply with a legal or regulatory obligation, or otherwise to protect our legal rights or the legal rights of any third party. For example, we may share information where required by an emergency officer exercising powers under a State public health order.

Please note that the recipients referred to above may be located outside of Australia. Please see the section below for more information.

International transfer of your personal information

Some of our service-providers use cloud-hosting servers located outside of Australia. For instance, Workday's servers are located in the European Union, USA, and New Zealand. Your personal information may be transferred to and stored in those countries, but would not be processed in those countries (except in the context of maintaining the systems in which the information is contained). The people who work for such service-providers may also be located outside of Australia. For instance, Workday has support people located in Singapore. Those people can access your personal information, but only for administrative or technical support for the systems that contain your information (not to process your information). We have put in place appropriate safeguards (such as contractual obligations relating to security and confidentiality) in accordance with applicable legal requirements to ensure that your personal information is adequately protected by such service-providers.

We may also need to transfer your personal information to locations outside of Australia for the purpose of your international travel. This would be with your knowledge and coordinated with you.

Iluka's Privacy Policy

For more information about how we handle your personal information generally, see our Privacy Policy which includes information about:

- How we protect your personal information;
- How you may access and correct your personal information;
- How you can lodge a complaint regarding the handling of your personal information, and how we will handle any complaint.

How to contact us

If you have questions or concerns regarding the way in which your personal information in this context has been used, please email privacy@iluka.com or refer to Iluka's Privacy Policy.

Changes to this Privacy Notice

We may modify or update this privacy notice from time to time. If we make any revisions that materially change the ways in which we process your personal information in this context, we will notify you of these changes before applying them to that personal information.

Effective: 4 November 2021