

# Privacy Policy

We are committed to protecting the privacy of your personal information in compliance with the Privacy Act 1988 (Cth), the Australian Privacy Principles therein and any other applicable privacy laws.

This Privacy Policy applies to Star of the South Wind Farm Pty Ltd (ABN 71 623 105 091) (we, us, our) and our affiliates (including trusts), and sets out how we collect, use, disclose and manage your personal information (as described below).

## What is personal information?

We may collect personal and non-personal information about you. When we refer to personal information, we are referring to information or an opinion about an identified or reasonably identifiable individual. Examples of personal information we may collect include your name, signature, email address, phone number, postal or residential address, date of birth, other property information, financial details, identification documents, photographs, IP addresses, employee record information and anything else we may consider necessary.

On occasion, we may collect sensitive information about you. However, we will only do this with your consent or otherwise in accordance with applicable laws. Sensitive information is a type of personal information that includes information about an individual's racial or ethnic origin, professional, political or religious affiliations or memberships, sexual orientation or practices, criminal record, health, genetics and/or biometrics.

## Careers at Star of the South

We also collect personal information when recruiting people to work with us. This may include the types of information listed above, along with your qualifications, work history and reference details. Before offering you a position, we may collect additional details such as your tax file number, superannuation information and other background check information (such as police clearances, to the extent required or permitted by applicable laws).

Generally, we will collect this information directly from you. We may also collect this information from third parties (such as recruitment agencies, background check agencies or your referees).

## Why do we collect personal information?

We collect your personal information for the primary purpose of:

- responding to your requests for information, complaints, or other enquiries concerning our business;
- informing or updating you about our activities, events and developments;
- complying with our contractual, legal or regulatory obligations or exercising our legal rights;
- monitoring, analysing or improving our business or website;
- facilitating recruitment;
- managing our internal record keeping, administration, risk management, training and accounting;
- subject to our legal obligations and your requests to opt-out, providing you with promotional and marketing information about us on an ongoing basis, by any means including telephone, email and other electronic messages (we may also share your personal information with our related bodies corporate and partners for this purpose); and
- managing our relationship or interactions with you, including obtaining your feedback on our business.

We may also use your personal information for secondary purposes closely related to these primary purposes in circumstances where you would reasonably expect such use or disclosure.

If we use your personal information for any mailing lists, you may opt-out and unsubscribe from our mailing lists at any time by contacting us in writing at the address below.

## How do we collect personal information?

As far as reasonably practicable, we will only collect your personal information directly from you. We may collect your personal information via your interaction with our:

- website;
- contact, queries, complaints or mailing forms or email addresses;
- community consultation processes or events (in person or online); and
- marketing initiatives, promotional activities or other events.

In some circumstances, we may obtain your personal information (including sensitive information) from publicly available sources or third parties. In these circumstances, we will take reasonable steps to ensure that you are made aware that the information was obtained from publicly available sources or third parties.

## How do we store and protect your personal information?

We endeavour to take reasonable steps to protect your personal information from misuse, interference, loss and unauthorised access, modification or disclosure. We maintain physical security over paper and electronic data stored at our premises including locked document storage and shredding and onsite servers. We also maintain computer and network security on our computer systems such as network perimeter firewalls and endpoint security monitoring. Where we store data offsite or in storage centres, we will ensure that your personal information is treated in accordance with the applicable laws by those third-party providers.

We will take reasonable steps to destroy or permanently de-identify your personal information (including sensitive information) when we no longer need it for the purpose for which it was obtained, or if there is no regulatory or legal requirement for us to keep your information.

We encourage you to exercise care in sending personal information to us via the internet, particularly where no encryption is used.

## How might we use and disclose your personal information?

We will not use or disclose your personal information except in accordance with this Privacy Policy and the applicable laws.

We may disclose your personal information for legitimate business purposes, including to achieve the purposes set out above in relation to our collection of personal information as well as disclosing personal information to:

- our related bodies corporate (within the meaning of section 50 of the *Corporations Act 2001* (Cth));
- to our partners, consultants, contractors and their sub-contractors;
- to our agents and other third-party service providers for the purpose of providing contracted services to us, including research and analytics, information technology, hosting, telephone, mailing or other documentation-sending, financial, accounting, legal, auditing, marketing, archival, recruitment, technology and data processing services;
- to other third parties:
  - where an obligation of confidentiality applies to the information disclosed;
  - to a potential investor or purchaser of any part of our business;
  - with your consent; and
  - where required or authorised by law.

We may disclose your personal information to our international investors or third-party data centres in Australian major cities and outside of Australia, including the United States and Denmark.

## How can you access and correct your personal information?

You may request access to the personal information we hold about you or a summary of it (including to correct it) by contacting us in writing at the email below.

We will endeavour to provide access promptly. To protect your personal information, we may require your identification before releasing the requested information.

It is important to us that your personal information is accurate and up to date. If you find that the information we have is not up to date or is inaccurate, please contact us as soon as practicable so we can update our records and ensure we can continue to provide quality services to you.

## Privacy Policy updates

This Privacy Policy may change from time to time and is available on our website.

## Complaints and enquiries

If you have any queries or [complaints](#) about our Privacy Policy or the way your personal information has been handled, please contact us at:

Star of the South  
Level 30, 55 Collins Street  
Melbourne VIC 3000  
[info@starofthesouth.com.au](mailto:info@starofthesouth.com.au)  
1800 340 340

We endeavour to address complaints as quickly as possible. If you are not satisfied with our response, or we have not responded within 30 business days, you may wish to contact the Office of the Australian Information Commissioner at:

Office of the Australian Information Commissioner  
GPO Box 5218  
Sydney NSW 2001  
[enquiries@oaic.gov.au](mailto:enquiries@oaic.gov.au)  
1300 363 992