

Privacy Policy

This Privacy Policy explains how personal information is collected, used and disclosed by Hastings Technology Metals Ltd (**Hastings** or the **Company**), and an individual's rights in relation to that information. References to "you" or "your" refer to individuals whose personal information is collected by Hastings.

Personal Information

"Personal information" includes any information about an identified or identifiable individual. The personal information that Hastings collect relates to activities in the ordinary course of business and includes:

- contact details including email, phone number, address, company and job title;
- billing and payment details;
- contractual relationships with Hastings;
- feedback or complaints;
- website usage information;
- records of access to our premises;
- voice recordings;
- shareholder status;
- photographs
- information on company information technology and communications systems (e.g., emails, text messages); and
- any other information required for the purposes of collection described below.

Methods of Collection

Hastings collects personal information in a variety of ways, including:

- direct contact with individuals, including in business activities, at events and through correspondence by mail, telephone, and email;
- subscriptions to Company notifications or marketing communications;
- the use of cookies on our website (www.hastingstechmetals.com);
- recruitment processes;
- publicly available sources; and
- in some circumstances, from third parties: e.g., where a person provides personal information to a third party for the purpose of sharing it with Hastings, such as a recruitment

agency.

Where Hastings collects and processes personal information, the Company will seek your specific consent when required by applicable data protection laws.

Use and disclosure by Hastings

Hastings will not process or disclose your personal information other than for the purpose for which we have collected it unless required by law to do so.

The Company uses personal information:

- to service and administer relationships with shareholders, contractors and customers;
- to provide ongoing information about our activities where you have expressed an interest in such information;
- for security purposes such as monitoring and detection to protect Hastings's systems, infrastructure, information and other property;
- to comply with industry standards and regulatory and legal requirements;

Where required, Hastings will disclose personal information to person(s) to which the information is required to be disclosed by a legal or regulatory obligation, such as under a subpoena or court order. The Company may also disclose personal information to third parties under contracts for the provision of services, where permitted under applicable laws.

Hastings uses or discloses personal information:

- to enable the Company comply with its legal and regulatory obligations;
- to enable Hastings to discharge its contractual obligations, including under employment contracts or when receiving products or services from, third parties; and
- where you have provided us with your consent to the use or disclosure.

Website

While using our website, we may ask you to provide us with certain personal information that can be used to contact or identify you. Personal information may include, but is not limited to, your name (Personal Information). Hastings may use your Personal Information to contact you with newsletters, marketing or promotional materials and other information that may be of interest to you. You may opt out of receiving any, or all, of these communications from us by following the unsubscribe link or instructions provided in any email we send.

We only use your Information to improve the Site. By using the Site, you agree to the collection, distribution, and use of your Information in accordance with this policy.

Our Service may contain links to other sites that are not operated by us. If you click on a third-party link, you will be directed to that third party's site. We strongly advise you to review the Privacy Policy of every web site you visit.

We have no control over, and assume no responsibility for the content, privacy policies or practices of any third-party sites or services.

Log Data

Like many site operators, Hastings collects information that your browser sends whenever you visit our Site.

This Log Data may include information such as your computer's Internet Protocol ("IP") address, browser type, browser version, the pages of our Site that you visit, the time and date of your visit, the time spent on those pages and other statistics.

In addition, Hastings may use third party services that collect, monitor, and analyse this type of information to increase our website functionality. These third-party service providers have their own privacy policies addressing how Liley use such information.

Cookies

Cookies are files with a small amount of data, which may include an anonymous unique identifier. Cookies are sent to your browser from a web site and stored on your computer's hard drive.

Like many sites, we use "cookies" to collect information. You can instruct your browser to refuse all cookies or to indicate when a cookie is being sent. However, if you do not accept cookies, you may not be able to use some features of our Site.

Data security, Retention & Rights

The security of your Information is important to us but remember that no method of transmission over the Internet, or method of electronic storage, is 100% secure. While we strive to use commercially acceptable means to protect your Information, we cannot guarantee its absolute security.

Hastings takes reasonable steps to protect personal information it holds from misuse, interference and loss and from unauthorised access, modification or disclosure. Where personal information is no longer required for the purpose for which it was collected Hastings will take reasonable steps to destroy or permanently de-identify the information, unless required by legal or compliance matters or for another purpose permitted under applicable laws.

In the event of a security breach, the Company will notify you of the incident and the measures taken to reduce risks in accordance with applicable law. If you become aware of any breach of security, then please notify us.

Under Australian privacy law, you have the right to request access to your personal information held by Hastings and/or to request that your personal information be corrected.

If you would like to exercise any of your rights, please contact us in writing.

Changes To This Privacy Policy

This Privacy Policy will remain in effect except with respect to any changes in its provisions in the future, which will be in effect immediately after being posted on this page.

We reserve the right to update or change our Privacy Policy at any time and you should check

this Privacy Policy periodically. Your continued use of the Service after we post any modifications to the Privacy Policy on this page will constitute your acknowledgment of the modifications and your consent to abide and be bound by the modified Privacy Policy.

If we make any material changes to this Privacy Policy, we will notify you either through the email address you have provided us, or by placing a prominent notice on our website.

This Policy will be reviewed every two years or as required.

A handwritten signature in black ink, appearing to read 'Charles Lew', with a horizontal line extending to the right.

Charles Lew

Executive Chairman

Approved by the Board ([20 September 2023](#))