



Privacy Policy

Strike Energy Limited
ACN 078 012 745

Approved: 2 December 2014

Strike Energy Limited

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(Company)

Privacy Policy

Strike Energy Limited (ABN 59 078 012 745) (**Strike, we, our, us**) is committed to respecting people's privacy. Strike is bound by the Australian Privacy Principles in the *Privacy Act 1988* (Cth) (the **Privacy Act**), as well as other applicable laws protecting privacy. Strike Energy will ensure that all the personal information that it handles is managed in accordance with those laws.

Please read the following Privacy Policy to understand how any personal information received by Strike will be treated. Strike may modify or update this Privacy Policy from time to time by publishing it on the Strike website. Strike encourages individuals to check the Strike website periodically to ensure that they are aware of Strike's current Privacy Policy.

What personal information does Strike collect and why?

Strike collects the personal information it needs to provide its products and information to its customers and the community, for its business operations and to comply with the law. If an individual chooses not to provide certain personal information to Strike, Strike may not be able to do business with that person or his or her organisation, or provide them with the products or information they require.

If appropriate, Strike will generally tell an individual why it is collecting personal information when Strike collects the information and how Strike plans to use the information, or these things will be obvious when the information is collected by Strike.

The following are the main types of personal information collected by Strike and the main purposes for which they are collected:

- **As part of Strike's general business operations**

Strike collects personal information about individuals it employs or who are, or are employed by, Strike's suppliers (including third party service providers), contractors, related companies, agents and corporate customers. As required, this information may include an individual's name, contact details and other information necessary for employment purposes or for Strike to conduct business with that person or his or her organisation. Strike may also collect personal information about individuals within the community in which it operates, including a person's name and contact details, when necessary for conducting its operations in that locality.

- **Shareholder information**

Strike collects personal information about individuals who are its shareholders, and individuals who may be employed or contracted to institutional shareholders. This information includes names, contact details and other information required for the purposes of establishing and maintaining the shareholder relationship.

- **To assist with queries**

An individual may choose to provide Strike with personal information including his or her name, email address or other contact details when he or she contacts Strike by telephone, email, post or using its website. This information enables Strike to respond to any requests for information on matters such as corporate affairs, supplier information and investor relations.

For example, Strike collects contact details (such as email addresses) when individuals subscribe to Strike's ASX announcements using Strike's website. Recipients may contact Strike's Privacy Officer using the information available at the end of this Policy, or by using the form available on Strike's website, to unsubscribe from such distribution lists.

- **Marketing Communications**

With permission of an individual, Strike may use personal data to inform that individual of Strike's business operations, products and services. If an individual does not want Strike to use his or her personal information in this way, or to be sent any further information about Strike, the individual can contact Strike's Privacy Officer through the contact details given at the end of this Policy, or unsubscribe from certain communications via Strike's website.

- **Customers**

Strike may collect personal information of its customers, including an individual's name, contact details, credit information and other information necessary for Strike to conduct business with that person or his or her organisation.

- **Prospective employees and contractors**

When an individual applies for a job or contract with Strike, Strike may collect certain information such as his or her name and contact details, information about his or her working history, relevant record checks and information on his or her professional interests. This may be collected from the individual directly, from any recruitment consultant and from the individual's previous employers and others, including referees and publicly available sources. This information is used to inform or assist Strike in its decision on whether or not to make the individual an offer of employment or engage the individual under a contract. As necessary and where appropriate, Strike may require prospective employees to undergo certain medical checks.

The Privacy Policy does not apply to acts and practices in relation to employee records of Strike's current and former employees, who are exempt from the Privacy Act.

- **To manage on-site operations**

When an individual visits any of Strike's work sites, Strike records personal information about that individual which can include their name, address and phone number for health, safety and security purposes. To comply with the law

Strike may also collect information about an individual as required or permitted by law.

How does Strike collect personal information?

Strike will generally collect information directly from the individual to whom it relates. However, Strike may collect information about an individual from a third party, such as a contracting company or via third party service providers (including the entity managing of Strike's shareholders' register and Strike's recruitment consultants). Strike may supplement the information it collects with information from other sources, such as generally available publications.

Use of personal information

Strike generally uses and discloses personal information for the purposes for which it was collected, as described above. This primarily involves carrying out Strike's business operations, including in connection with an individual's recruitment or employment; managing supplier, customer and investor relationships; for site safety and security purposes'; or as otherwise required or authorised by law. Some of this information may include sensitive information, including health, racial or ethnic origin information, and will only be used for compliance with applicable laws and regulations including workplace and equal opportunity laws.

If an individual has agreed or asked Strike to do so, Strike may also use that individual's personal information to keep the individual up-to-date with information about Strike. If the individual does not want Strike to use the individual's personal information in this way or to be sent any further information, the individual can contact Strike's Privacy Officer through the contact details given at the end of this Policy.

Disclosure of personal information

In fulfilling these purposes, Strike discloses certain personal information to particular third party service providers. This includes the entity managing Strike's shareholders' register and organisations that manage recruitment information and employee information on behalf of Strike.

Where appropriate, Strike may handle personal information relying on exemptions that are available under applicable privacy laws, including, for example, the employee records exemption in the Privacy Act and provisions in the Privacy Act concerning the sharing of personal information among related bodies corporate.

For the purposes described in this Policy, Strike may disclose personal information:

- to Strike's related companies;
- to Strike's suppliers (including service and content providers), contractors and service providers, professional advisers and agents. The types of service providers Strike may disclose personal information to include:
 - professional advisors such as lawyers, accountants and auditors;
 - providers or systems for recruitment management;
 - managers of Strike's shareholders' register; and
 - data storage providers;
- to government agencies or regulatory bodies, where required;
- to anyone to whom Strike's assets or businesses (or any part of it) are transferred;
- where necessary to protect the rights or safety of any of its employees or a third party;
- where an individual to whom the personal information relates has consented to the disclosure; or
- where otherwise required or permitted by law. For example, Strike may disclose information in response to a subpoena, warrant, or request from a government enforcement agency, or as required under any laws or regulations applying to the exploration industry.

Cross border disclosures

As Strike has operations in countries outside of Australia, including the United States of America, Strike may disclose personal information to recipients that are located outside of Australia.

In all cases, when an individual provides personal information to Strike, he or she consents to the disclosure of his or her personal information outside Australia, and acknowledge that Strike is not required to ensure that overseas recipients handle that personal information in compliance with Australian privacy law. However, Strike will take reasonable steps to ensure that any overseas recipient will deal with such personal information in a way that is consistent with the Australian Privacy Principles.

Cookies and IP address tracking

The Strike website may use cookies for site administration purposes. Cookies are small files that store information on an individual's computer, mobile phone or other device. They enable the entity that put the cookie on the individual's device to recognise that individual across different websites, devices and/or browsing sessions. Cookies

serve many useful purposes. For example, cookies help us and third parties understand which part of our website is the most popular because they help us to see which pages and features visitors are accessing and how much time they are spending on the pages. By studying this kind of information, we are better able to adapt the website and provide individuals with a better experience.

If for any reason an individual wishes not to take advantage of cookies, the individual may have his or her browser not accept them, although this may disable or render unusable some of the features of Strike's website.

Strike's website may also detect and use an individual's IP address or domain name for internal traffic monitoring and capacity purposes or otherwise to administer the website. Patterns of usage of visitors to the website may be tracked for the purposes of providing improved service and content, based on aggregate or statistical review of user site traffic patterns.

Links to other sites

Strike's website may contain links to other websites. Strike is not responsible for the privacy practices or the content of such other websites. The privacy policies applicable to such other websites may differ substantially from this Privacy Policy, so Strike advises individuals to read them before using those websites. Strike will not be liable for any use of those websites.

Security

Strike implements a number of physical and electronic measures to protect personal information. It restricts access to Strike's physical and electronic databases, maintains firewalls and encrypts certain data where practicable to do so. Please note, however, that the internet is not a secure environment and although all care is taken, Strike cannot guarantee the security of information provided to it via electronic means.

Access and correction

An individual has a right to access and request correction to most personal information that Strike has about that individual. In some circumstances, it may not be possible for Strike to provide the individual with all of his or her personal information, or an exemption under the Privacy Act may apply. For instance, the employee records exemption may apply or Strike may not provide access to information if disclosing that information would impact on the privacy of another individual. Where Strike will not provide access to personal information held about an individual, Strike will inform the individual of the reason.

When an individual requests access to his or her personal information, Strike may need to take measures to verify the individual's identity before responding. If an individual thinks that any personal information Strike holds about him or her is inaccurate, the individual may contact Strike's Privacy Officer using the contact details at the end of this Policy and Strike will take reasonable steps to ensure that the information is corrected.

Complaints handling

If an individual wishes to make a complaint about the way Strike has handled his or her personal information (including if the individual thinks Strike has breached the Privacy Act) the individual may do so by contacting Strike's Privacy Officer in writing, by using the contact details set out at the end of this Policy. If a complaint is made, the name and contact details of the complainant must be provided to Strike and details of the complaint must be given. Strike's Privacy Officer will investigate the complaint and respond promptly.

If the complainant considers that Strike has failed to resolve the complaint satisfactorily, the complainant may complain to the Office of the Australian Information Commissioner.

Further information

For further information about Strike's privacy policies or practices, please contact Strike's Privacy Officer by mail, email or phone on the contact details below:

Postal address

Privacy Officer
PO Box 400
Woollahra, NSW 1350

Email Address:

admin@strikeenergy.com.au

Telephone Number:

+61 2 9397 1420

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