



Privacy Policy

Paragon Care Limited

ACN 064 551 426

1. Introduction

- 1.1. Paragon Care Limited and its subsidiary companies (collectively referred to as the “**Company**”, “**PGC**”, “**we**”, “**our**”, “**us**”) recognises the importance of privacy and is committed to protecting the privacy of its shareholders, employees and other related parties when handing your personal information. From the outset, it should be noted that all information or opinion about you as an identified, or reasonably identifiable, individual (that is in the Company’s control) is handled and managed with the utmost confidentiality.
- 1.2. This Privacy Policy (the “**Policy**”) sets how the Company will collect, hold, use, disclose, manages, protect and otherwise handle your personal information in accordance with the Australian Privacy Principles (“**APPs**”) contained in the Privacy Act 1988 (Cth).

2. Application

- 2.1. This policy applies to all personal information collected by the Company, including
 - (a) Employees, contractors, shareholders, customers, and suppliers of the Company; and
 - (b) visitors to the Company’s website or premises.
- 2.2. Unless a specific exception is expressed, the guidelines defined in this Policy are mandatory across all Company subsidiaries.

3. What is Personal or Sensitive Information?

- 3.1. **Personal information** is information or an opinion about an identified individual, or an individual who is reasonably identifiable, whether that information or opinion is true or not and whether the information or opinion is recorded in material form or not.
- 3.2. **De-identified information** is not Personal Information and involves the removal or alteration of other information that could potentially be used to re-identify an individual.
- 3.3. **Sensitive information** is Personal Information that is given a higher level of protection by privacy laws. It includes information about an individual’s health and includes genetic and biometric information. It also includes information about race or ethnic origin, political opinions, membership of political, professional or trade associations or trade unions, religious opinions, sexual orientation or practices and criminal record.
- 3.4. In this Privacy Policy when we talk about personal information, we include sensitive information.

4. Our website

- 4.1. Visitors to our website do not disclose information unless they provide such information when subscribing to the newsletter. When individuals visit our website anonymously, non-personal information may be collected including but not limited to browser type, version and language, operating system, pages viewed while browsing the site, page access times and referring website address. This collected information is used solely internally for the purpose of gauging visitor traffic, trends and delivering personalised content to individuals while they are at this site.

5. Why do we collect personal information or sensitive information

- 5.1. The Company collects Personal Information so that we can provide services to our customers, and comply with our legal obligations.
- 5.2. The Company will only collect Personal Information for the purposes set out in this Policy

unless notified to you at the time of collection.

- 5.3. The Company will collect Personal Information about you through our interactions with you and we will inform you about the purpose and use of the collected information.
- 5.4. We collect personal information for the following purposes:
- (a) **Operational Purposes:** Workforce management, safety compliance, and contract execution.
 - (b) **Regulatory Compliance:** ASX reporting obligations, employment laws, and environmental regulations.
 - (c) **Investor Relations:** Shareholder communications, dividends, and company announcements.
 - (d) **Commercial:** Sales calls or follow-up meetings with our sales representatives;
 - (e) **Communication with third parties:** communication with related entities, business or commercial partners (including the Company's share registry).
- 5.5. As for job applicants, the Company can collect information included in your resume, publicly available online profiles, pre-employment tests, and / or provided through background checks. These may also include opinions from referees and criminal background checks which are obtained with consent.

6. What kinds of personal information do we collect?

- 6.1. The types of personal information which we may collect, and hold include, without limitation:

General Information

- (a) your name;
- (b) address, email and other contact details;
- (c) date of birth;
- (d) Identification documents (i.e. passport, driver's license or national ID)
- (e) tax file number (TFN); and
- (f) payment or financial information (i.e. banking details).

Technical and Website Data

- (a) IP addresses, device identifiers, and browsing history on our website.
- (b) Cookies and analytics data for site optimization.

- 6.2. Generally, the Company will not collect sensitive information about you (such as your race or ethnic origin, political beliefs or religion). If the Company needs sensitive information, it will ask your consent when it collects this information and comply with the Australian Privacy Principles contained in the Privacy Act 1988 (Cth).

7. How do we collect personal information

Collecting information from you

- 7.1. How the Company collects your personal information will largely depend on whose information it is collecting. If it is reasonable and practicable to do so, the Company will collect personal information directly from you.
- 7.2. Depending on how you choose to interact with the Company, the Company may collect your personal information when you contact the Company or its service providers by telephone, by email, through the Company's website or when you complete a form or document and provide it to the Company.

Collecting information from third parties

- 7.3. The Company may also collect information about you from other people (eg. a third-party administrator) or independent sources. For example, the Company may collect personal information about you from its services providers, including the Company's share registry, (Computershare Investor Services Pty Limited). However, the Company will only do so where it is not reasonable and practicable to collect the information from you directly. Where the Company has collected your information from a third party, such personal information will be held, used and disclosed by the Company in accordance with this Privacy Policy.
- 7.4. When you provide the Company with personal information you consent to the use, disclosure and handling of your personal information in accordance with this Privacy Policy and any subsequent amendments.

Collecting information from visits to the Company's website

- 7.5. The Company may collect information based on how you use its website including through 'cookies', web beacons and other similar technologies. Cookies are small text files that websites or apps may place on your computer or device and collect non identified/anonymous information about the users of its website such as the number of visitors, the number of pages viewed and the internet advertisements which bring visitors to the website.
- 7.6. The Company uses cookies to provide you with a more consistent experience across our services and reserves the right to ask advertisers or other partners to serve ads or services to your devices, which may use cookies or similar technologies placed by us or the third party. This information is collected to analyse and improve the Company's website, its marketing campaigns and to record statistics on web traffic.
- 7.7. No attempt is made by the Company to use this information to personally identify you. We record a variety of information from interactions with our online services including IP address, locations data (where available and not disabled by the user), dates, times, and other user activity. In most cases we will not be able to reasonably identify an individual from the information collected. However, if cookie information is linked with personal information, we hold about you as set out above, this cookie information becomes personal information and will be treated in the same manner as the personal information to which it has been linked.
- 7.8. You can remove or reject cookies by adjusting the settings on your web browser.

Unsolicited information

- 7.9. If the Company receives personal information that it has not requested, or it determines that the personal information received is not reasonably necessary to provide its services, the Company will take reasonable steps to de-identify or destroy that personal information.

8. How we hold your personal information?

- 8.1. The security of your personal information is of paramount importance to the Company and it takes reasonable steps to protect the personal information it holds about you from misuse, loss, unauthorised access, modification or disclosure. The Company has a number of safeguards in place to protect the personal information we hold, including password protected databases, staff training and system firewalls. The Company maintains password security and restricted access to all electronic documents containing personal information and stores hard copy documents in secured locations.
- 8.2. The Company will take reasonable steps to destroy or permanently de-identify personal information if it is no longer needed for the purpose for which the information was used or disclosed.

9. How do we use your personal information?

- 9.1. The Company will not use or disclose personal information that we collect for any purpose

other than the primary purpose of collection unless:

- (a) such use is related to the primary purpose and you would reasonably expect us to use or disclose the information for that other purpose;
- (b) in the case of direct marketing not related to our activities - we have obtained your prior consent (unless it is not reasonably practicable to seek your consent and we otherwise comply with the requirements of the Privacy Act); or
- (c) the use or disclosure is otherwise permitted under the Privacy Act or required to comply with any relevant laws, regulations, codes or practice and court orders.

9.2. As an example, we may disclose personal information to:

- (a) Regulatory authorities, such as ASIC and the ASX, as required by Australian corporate law.
- (b) External service providers, including IT, payroll, and security services.
- (c) Legal and professional advisors.

9.3. As a general rule, we do not engage in direct marketing activities. To the extent that we do engage in direct marketing in the future, however, you may at any time request us not to provide you with any further direct marketing communications by contacting us via the details set out below.

9.4. By using our website, you will be deemed to consent to us using your personal information collected by our website for the following purposes:

- (a) notifying you about any changes to the information which currently exists on the website;
- (b) notifying you in the future about new information relevant to our services; and
- (c) monitoring your use of our website.

10. How is personal information disclosed to others?

10.1. The Company does not sell, rent or trade personal information to, or with, third parties.

10.2. The Company's website may contain links to other websites. The Company does not share your personal information with those websites, and it is not responsible for their privacy practices.

10.3. In some circumstances your personal information may be disclosed to service providers that perform a range of services on behalf of the Company including:

- (a) mailing houses and printing companies;
- (b) auditors and solicitors;
- (c) registry providers (including Computershare Limited);
- (d) information technology vendors; and
- (e) other consultants.

Personal information may be disclosed to third parties within or outside of Australia.

10.4. If the Company transmits your personal information over the internet (for example to third parties who hold data outside Australia) we will take reasonable steps to maintain the security of any personal information to prevent misuse and unauthorised access. Despite these protection mechanisms, you should be aware there are inherent risks associated with the transmission of data over the internet and we cannot guarantee any transmission will be completely secure.

10.5. Where the Company discloses your personal information to its service providers, it will take

steps to ensure that they are authorised to only use personal information in order to perform the functions required by the Company and in accordance with the Privacy Act 1988 (Cth).

- 10.6. The Company may also disclose your personal information to law enforcement agencies, courts or government agencies where required to comply with specific legal requirements. In particular, the Corporations Act 2001 (Cth) requires certain information about you to be included in the Company's registers which are able to be accessed by the public.

11. Data Security

- 11.1. We will take reasonable technical and organisational steps to protect the Personal Information which the Company holds from any misuse or loss and from unauthorised access, modification or disclosure, including access control, employee training, secure storage, etc.
- 11.2. Any personal information which is no longer required for any purpose by the Company will be destroyed.

12. Ensuring your personal information is up-to-date

- 12.1. It is important that the personal information we collect from you is accurate, complete and up-to-date.
- 12.2. During the course of our relationship with you, we will ask you to tell us of any changes to your personal information. However, you can contact us at any time to update your personal information or to tell us that the information we hold about you is inaccurate or incomplete.
- 12.3. To exercise these rights, contact us as detailed under Section 14.

13. Access, Correction and Further Information

- 13.1. We will provide you with access to your personal information held by us, unless we are permitted under the Privacy Act to refuse to provide you with such access. Please contact us on the details below if you:
- (a) wish to have access to the personal information which we hold about you;
 - (b) consider that the personal information which we hold about you is not accurate, complete or up to date; or
 - (c) require further information on our personal information handling practices.
- 13.2. If you believe that the Company has not protected your personal information as set out in this privacy policy or has denied you access to your personal information in potential breach of the Privacy Act, you may lodge a complaint by writing directly to the Company. We will endeavour to respond to your request within 30 days. All such complaints will be handled with the appropriate discretion.
- 13.3. If you are not satisfied with the result of your complaint to the Company or if your complaint remains unresolved, you may access an external dispute resolution service or apply to the Office of the Australian Information Commissioner (**OAIC**) at www.oaic.gov.au to have the complaint heard and determined.
- 13.4. Further information on the Act and the Australian Privacy Principles, can be found at www.privacy.gov.au.

14. How to contact us

- 14.1. Individuals who believe that we have breached their privacy rights in any way or wish to discuss any issues about our Policy, should contact us on the details below so that we can try to satisfy any questions and correct any errors on our part. However, if you are unhappy with our response, you have the right to make a complaint to our Privacy Commissioner. All

correspondence should be directed to the Company Secretary on:

Tel: 1300 369 559

E-Mail: info@paragoncare.com.au

Mail: Paragon Care Limited

77-97 Ricketts Road

Mt Waverly VIC 3149

15. Disclosure

- 15.1. From time to time, we may change our policy on how we handle personal information or the sort of personal information which we hold. Any changes to our policy will be published on our website www.paragoncare.com.au.
- 15.2. By continuing to use the Company's services you will be deemed to have accepted the terms and condition of this Policy.

16. Review of this Policy

- 16.1. This Policy cannot be amended without approval from the Company's Board
- 16.2. This Policy will be reviewed every two years or as often as may be required, to ensure it remains effective and meets the best practice standard and the needs of the Company.
- 16.3. The Policy will be available on the Company's website within a reasonable time after any such updates or amendments have been approved.

17. Approved and Adopted

- 17.1. This Policy was approved and adopted by the Board on 30 April 2025.