

Privacy Policy

1. Purpose

- 1.1 This Privacy Policy sets out how Endurance collects and processes the personal information of individuals that interact with Endurance, including employees, officers, contractors, suppliers, customers, business partners and sponsors (referred to in this Policy as “**you**”).
- 1.2 In this Policy, “**Endurance**” means Endurance Mining Pty Ltd, its wholly owned subsidiary Abra Mining Pty Limited, and any other related body corporate of Endurance Mining Pty Ltd.
- 1.3 This Policy is designed to comply with the *Privacy Act 1988* (Cth) and *Australian Privacy Principles*, and having regard to other laws and regulations that concern the collection, use, disclosure and protection of personal information.

2. Key Principles

- 2.1 Endurance may collect and process different types of personal information depending on how you interact with Endurance.
- 2.2 “Personal information” means:
 - **Contact information:** Name, address, email address, phone number, and other similar contact details.
 - **Identification information:** Date of birth, driver's licence number, passport number, and other identification documents.
 - **Employment information:** Job title, work history, qualifications, and related information.
 - **Financial information:** Bank account details relevant to payment of salary and reimbursement of expenses, payment information, and other financial data.
 - **Health and Safety information:** Medical records, incident reports, and other health and safety-related information.
 - **Usage information:** Information about your interactions with Endurance’s website, including IP address, browser type, and cookies
- 2.3 “**Process**” or “**processing**” means collecting, using, using, disclosing, holding, recording, storing, transferring or otherwise handling that information.

How Endurance collects personal information

- 2.4 Endurance may collect personal information through various means, including:
 - Direct interactions with you (eg. when you provide information in person, by phone, or through Endurance’s website).
 - Automated technologies (eg. cookies and web analytics tools).
 - Third-party sources (eg. recruitment agencies, background checks, government agencies, and credit reporting agencies).

Why Endurance collects and processes personal information

2.5 Endurance collects and processes personal information for the following purposes:

- To manage its mine site, operations and business.
- To maintain health and safety records.
- To process payments and financial transactions.
- To respond to enquiries and requests.
- To comply with legal and regulatory requirements.
- For recruitment and employment related purposes.
- For marketing, communication, IT and website purposes.

How Endurance discloses and secures personal information

2.6 Endurance may disclose personal information to:

- Third-party service providers, contractors and professional advisors who assist in the provision of services for Endurance's business.
- Government authorities, regulatory bodies and law enforcement agencies where required by law.
- Other third parties with your consent or as otherwise permitted by law.

2.7 Endurance takes reasonable measures to protect your personal information from unauthorised access, disclosure, alteration, or destruction. These measures include data encryption, secure access controls, and regular security assessments.

2.8 Endurance will only keep personal information for as long as necessary to carry out the purposes in this Policy or otherwise as required by law.


2.9 All Endurance employees are expected to comply with this Policy and understand the impact it has on their roles and responsibilities.

3. Further information

3.1 This Policy does not constitute a contractual commitment by Endurance, and it does not form part of, or affect, any contract of employment or services. This Policy may be amended at any time.

3.2 You have the right to access and correct your personal information held by Endurance. If you would like further information about matters covered in this Policy, including how to make a complaint under this Policy, please contact Endurance's Company Secretary.

3.3 This Policy is published on Endurance's website www.endurancemining.com.au



Matthew Hine
Chief Executive Officer

October 2025