



1. PURPOSE

The purpose of this policy is to describe how Evolution Mining Ltd. (Evolution) complies with the handling of personal and/or sensitive information in accordance with Australian and Canadian legislation requirements.

2. SCOPE

This policy applies to all Evolution employees, contractors, consultants, and service providers who have access to company systems and data. The Policy only applies to 'personal' or 'sensitive' information of an individual as defined by the relevant legislation.

3. POLICY

All Employees, contractors, consultants, and service providers who have access to Evolution systems and data must manage personal or sensitive information that is collected, used, stored, accessed, disclosed, secured and destroyed in accordance with the relevant legislation.

3.1 Collection of Personal Information

Evolution will only collect personal information if it is necessary for business purposes, including compliance with any legal or regulatory obligation. Wherever possible, personal information is only collected from the person it relates to.

If Evolution collects personal information from a third party, it will take reasonable steps to notify the individual of the information above.

In certain circumstances Evolution will collect sensitive or health related information, however this will only occur with the persons consent or where otherwise allowed by law.

3.2 Use and Disclose

In general, Evolution will not use or disclose information about an individual for a purpose other than the primary reason for collection. There are situations where use or disclosure may be permissible, including when required or authorised to do so by law, and where the individual has given their consent.

3.3 Data Quality

Whenever Evolution is collecting, using, or disclosing personal information, reasonable steps will be taken to ensure that it is accurate, complete and up to date.

3.4 Data Security

Evolution will take reasonable steps to protect personal information from misuse and loss and from unauthorised access, modification, or disclosure. This includes appropriate measures to protect both electronic material and hard copy material.

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Evolution will only keep personal information for as long as it is necessary to fulfill business needs or legal requirements. Evolution will destroy or delete personal information it no longer requires.

3.5 Notifiable Data Breaches

Evolution will notify particular individuals and the relevant Commissioner in Australia or Canada (the Commissioner) about any eligible data breach. A data breach is eligible if it is likely to result in serious harm to any of the individuals to whom the information relates.

An eligible data breach arises when the following three criteria are satisfied:

- i. There is unauthorised access to or unauthorised disclosure of personal information, or a loss of personal information, that an entity holds;
- ii. This is likely to result in serious harm to one or more individuals; and
- iii. The entity has not been able to prevent the likely risk of serious harm with remedial.

3.6 Openness

Upon request, Evolution will take reasonable steps to inform the person the type of personal information held, for what purpose(s), and how it collects, holds, uses and discloses that information.

3.7 Access and Correction

In general, Evolution must provide an individual with access to any personal information held about them on request from the individual. These requests must be made in writing.

3.8 Identifiers

Evolution must only assign identifiers which are unique to the Company, and not use one that is used by a Government Agency such as a passport number, tax or social security number etc., to identify individuals.

3.9 Anonymity

If it is lawful and practicable, Evolution will provide individuals the option of not identifying themselves in transactions with the Company.

3.10 Trans-border Data Flows

Evolution policy is not to send personal information offshore unless consent has been obtained from the individual or it is required or permitted by law.

3.11 Sensitive Information

In general, Evolution must not collect any sensitive information about an individual unless consent from the individual has been provided, or the collection is required by law.

3.12 Complaints and Breaches of this Policy

If an individual has a complaint about their personal information being inappropriately handled, then the complaint should be referred to the Privacy Officer using the email address PrivacyOfficer@evolutionmining.com.

Complaints will be handled fairly and promptly considering the circumstances at hand. Only those people who are involved in the investigation will have access to personal information related to the complaint.

4. RELATED DOCUMENTS

EVN-ITM-PRO-0013 DATA BREACH RESPONSE PLAN