



Privacy Policy

1 Introduction

This is the privacy policy of the Tilt Renewables Group of Companies¹ (**we, our or us**) which outlines our commitment to you in respect of the collection, management and use of your personal information in accordance with the Australian Privacy Act 1988 and the Australian Privacy Principles, collectively referred to in this document as **Privacy Laws**.

We will review this policy from time to time. We encourage you to check our website regularly as any updated policy will be available on our website.

2 Information We Collect and Purpose of Collection

‘Personal information’ is information or an opinion, in any form (whether true or not), about an identified individual or an individual who is reasonably identifiable.

The kinds of personal information we collect and hold about you will depend on the circumstances of collection, including whether we collect the information from you as a customer, supplier, contractor, adviser, stakeholder, landowner, job applicant, employee, visitor or in some other capacity.

2.1 Customers & Customer representatives

If you are, or you are representing someone else who is, a customer, we may collect and hold personal information about you, i.e., information that can identify you, that is relevant to providing you with the services that you are seeking or that the customer you are representing is seeking. The kinds of information we typically collect include name, address, contact details like phone numbers and email addresses.

2.2 Third parties, contractors and suppliers

If you are a contractor, supplier or potential supplier to us (or employee of a contractor, supplier or potential supplier), we may collect and hold your contact details including your name, address, phone number and email address, details about your professional capability, experience and industry reputation and, if we are contracting directly with you, information about your insurances and registrations and information about your financial capacity.

2.3 Recruitment and employment

For recruitment purposes, we may collect and hold personal information about prospective employees, including your qualifications, employment history and information obtained (with your consent) during background security screening. Unless the collection of sensitive information is permitted under Privacy Laws, we will only collect sensitive information with your consent where that information is reasonably necessary for our functions. We may also collect information about your referees to enable us to conduct reference checks. We will do so with your consent and seek consent from the referee to take part in the reference check when we contact them. If we are

¹ The Tilt Renewables Group of Companies comprises PARF Company 1 Pty Ltd and PARF Company 2 Pty Ltd (trading as Tilt Renewables) and their related bodies corporate, including Tilt Renewables Retail Pty Ltd ABN 82 133 552 539 and Tilt Renewables Australia Pty Ltd ABN 15 101 038 331.

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel



unable to conduct a reference check this may impact our ability to move forward with your application.

If you commence employment with us, we will collect information necessary to maintain such employment. This may include some health information to enable us to provide reasonable workplace adjustments, information about emergency contacts, and a copy of identification documents (such as driver's license and passport) and visa details to validate your right to work. We may collect other information from you during your employment, including information related to job performance or completion of training, or other information that you choose to provide. We will only collect information where it is necessary to do so for business purposes or to satisfy legal obligations, or in other cases, with your consent.

For employees, further information about how we handle employee information is included in your employment agreement.

2.4 Landowners

We collect information about landowners from publicly available databases and land registries when we are exploring a development opportunity. If we lease land or enter into another project-related agreement (such as an easement or neighbour agreement), we will collect information from landowners to enable us to enter a lease or other project agreement and maintain an ongoing relationship with you, including your name, contact information, land address and home address, and any other information necessary to enter into the agreement and enable us to conduct our development activities.

2.5 Safety, security, and crime prevention

We may collect information about health and safety incidents, such as if you or someone you witness suffers an injury at one of our locations. This may include details of the incident, what caused the incident, whether health and safety procedures were followed, and any injuries or harm suffered. We may liaise with a health provider or emergency services if someone suffers an injury to ensure proper care is administered.

We maintain CCTV and surveillance at some of our locations. If you work for us or one of our contractors, or visit one of our locations, then we may record images of you or record your entry and attendance of the site or building. This is to protect the physical security of our locations, information, and people. If you are an employee, we may record or monitor your use of our systems, including the data, websites, or applications you access. Further information about this is included in our employment agreement.

We also maintain whistleblowing and anti-fraud policies and processes. If you make a report, such as through our whistleblowing process, we may record the details of that report to allow us to investigate, as well as your contact information so that we may liaise with you throughout the investigation.

2.6 Internet users

If you access our website, we may collect additional personal information about you in the form of your IP address or domain name.

Our website uses cookies. The main purpose of cookies is to identify users and to prepare customised web pages for them. Cookies do not identify you personally, but they may link back to a database record about you. We use cookies to monitor usage of our website and to create a

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel



personal record of when you visit our website and what pages you view so that we may serve you more efficiently. We may use cookies (also called advertising cookies) to deliver advertised content which is relevant to you via our website and selected third party websites. These cookies are placed on our website by our third-party service providers, and they may remember your web browsing activity and demographics such as age and gender. Only anonymised information is captured and used, and the purpose is to provide you with content which is relevant to you.

Our website may contain links to other websites. We are not responsible for the privacy practices of linked websites and any linked websites are not subject to our privacy policies and procedures.

2.7 Newsletter subscriptions

If you subscribe to our project newsletters, we may collect your email address or mobile number to send such marketing to you. If you do not wish to receive communications about our projects, or if you have subscribed to any of our newsletters or subscriptions and no longer wish to receive them, you can opt out by contacting us on 1300 660 623.

If you receive a communication via email, you can opt out by clicking the ‘unsubscribe’ link at the bottom of the email or by replying to the email with a request to unsubscribe.

2.8 Other collections and uses of personal information

If you deal with us in some other capacity (for example, as a community representative or other stakeholder), we may collect your name, contact details and any other information you choose to provide to us depending on the circumstances of the interaction.

3 How We Collect Personal Information

3.1 Collecting personal information from you

We may collect your personal information when you interact with us directly in person, in writing, over the telephone, and via our website www.tiltrenewables.com.

3.2 Collecting personal information from other sources

Sometimes we collect personal information about you from other sources where you have consented to the collection of the information from someone else, we are authorised by law to collect the information from someone else or it is unreasonable or impracticable to collect the information from you personally.

If you apply for a position with us, we may collect your personal information from third parties such as recruitment service providers, referees, former employers and educational institutions.

At all times this information is collected by lawful means and in a manner that respects your privacy.

If we receive unsolicited personal information about you from a third party and it is clear to us that we should not have received that information, we will destroy or securely delete that information (if it is lawful and reasonable for us to do so).

3.3 Notification of collection of personal information

If we collect your personal information from third parties in circumstances where you may not be aware that we have collected your personal information, and that information can be used to identify you, we will take reasonable steps to notify you of the collection and the circumstances that surround the collection.

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel



3.4 Failure to provide us personal information

If the personal information you provide to us is incomplete or inaccurate, we may be unable to provide you, or someone else you are representing, with the employment, information, services or business arrangement (as may be applicable) that you or they are seeking.

4 Use and Disclosure

4.1 Use and disclosure of personal information

We use personal information for a variety of purposes to effectively conduct our business, projects and engage with the community concerning our business and projects including:

- to contact and communicate with you;
- for internal record keeping;
- to address community concerns concerning our business or projects;
- to consider applications for current and future employment or to maintain existing employment;
- to uphold the security and health and safety of people (including you), Tilt Renewables and the Tilt Renewables assets; and
- to comply with legal and regulatory requirements.

We will not use or disclose personal information we hold about you that was collected for a particular purpose for another unrelated purpose, unless:

- you have consented to the use or disclosure of the information for another purpose; or
- the use or disclosure is otherwise permitted under the Privacy Laws.

4.2 Disclosure to third parties

To help us carry out our business functions, we may disclose personal information about you to third parties, including:

- our related entities;
- our investors, contractors, suppliers and agents;
- our professional advisers, such as auditors and lawyers;
- government and regulatory authorities (as required or authorised by law or a court/tribunal order); and
- any other person where you have given your consent.

We will not sell, gift, rent or trade your Personal Information to anyone.

4.3 Disclosure overseas

We may disclose your personal information to our related entities, contractors or suppliers overseas, predominantly as a result of our password protected cloud-based storage systems being located in Asia.

Where your personal information is disclosed overseas, we will seek to ensure that information is used, held and disclosed consistently with the Privacy Laws and any other applicable laws and that the overseas recipient does not breach the Privacy Laws.

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel



5 Protecting Personal Information

5.1 Storing personal information

We store your personal information in different ways, including in physical and electronic form on site and with third party storage providers.

We maintain physical, electronic and procedural security measures to safeguard your personal information and to secure and protect it from misuse and unauthorised access, disclosure or interference.

5.2 What happens if we no longer need your personal information?

If we no longer need your personal information for any purpose, we will take reasonable steps to destroy or permanently de-identify the information, unless the information is contained in a Commonwealth record or we are required by law, or a court/tribunal order, to retain the information.

6 Access to, and Correction of, Personal Information

6.1 Access to personal information

You may request access to personal information we hold about you by contacting our Privacy Officer in accordance with Section 8 of this policy.

We will respond to a request for access within a reasonable time, and give you access in the manner you request, if it is reasonable and practicable to do so, unless an exception in the Privacy Laws applies. (For example, if providing this access may disclose information about another person, we may need to refuse to grant you access.)

We may need to verify your identity before we give you access to your personal information. Depending on the nature of the request, we may charge you a small fee to access that information.

6.2 Requesting correction

You may request us to correct any information about you which you think is inaccurate, incomplete or out of date. We will respond to a correction request within a reasonable time.

If we correct your personal information that we have previously disclosed to another entity, and you ask us to tell the other entity about the correction, we will take reasonable steps to tell the other entity about the correction, unless it is impractical or unlawful to do so.

6.3 Refusal to allow access to, or correction of, personal information

If we refuse to allow you access to your personal information or to correct that information, then we will provide you with the reasons for our decision and will inform you of mechanisms available to complain about the refusal.

7 Anonymity

You have the option to remain anonymous, or to use a pseudonym when dealing with us where it is lawful and practical to do so. However, without your personal information we may not be able to provide you with information or do business with you or the organisation with which you are connected.

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel



8 Complaints About Personal Information

8.1 Complaints

If you have any complaints about our privacy practices or would like further information, please contact our Privacy Officer:

Privacy Officer: Catherine Ahlberg, General Counsel & Company Secretary
Mail: GPO Box 16080, Collins St West, Melbourne, VIC 8007
Email: privacy@tiltrenewables.com

8.2 External complaint mechanism

If you are not happy with the outcome of the Privacy Officer's investigation or we have not replied to you within a reasonable time, then you can raise your concern with:

The Office of the Australian Information Commissioner
Telephone: 1300 363 992
Email: enquiries@oaic.com.au
Mail: Office of the Australian Information Commissioner
GPO Box 5218 Sydney NSW 2001
Online: www.oaic.gov.au/privacy/making-a-privacy-complaint

Signed:

Geoff Dutailis
Chief Executive Officer
June 2023

Document name: Tilt Renewables Privacy Policy	Approved by: Chief Executive
Document No.: PC-POL-008	Version: 3
Issue date: June 2023	Review date: June 2025
Department: Company Secretary & General Counsel	Owner: Company Secretary & General Counsel