



DATA PROTECTION POLICY

OUR OBJECTIVE

Shaw has in place a well-defined and capable system of data protection, where the process of collecting, processing, storing and application of data use is safe and on a needs basis. Shaw is committed to protecting the privacy of all individuals in line with the Australian Privacy Principles (APPs) and Information Privacy Principles (IPPs).

To deliver on this commitment to privacy, Shaw will comply with the legislation and regulations applicable to the geographical areas in which it operates. By redefining service excellence and delivering on our purpose of **Building Tasmania's Future**, we will ensure that we deliver a data rich and data safe workplace and leave a positive impact on the communities in which we work.

OUR OBLIGATIONS

At Shaw we will meet this objective by:

- Implementing requirements of the Privacy Act 1988 (Cth) as amended by the Privacy Amendment (Enhancing Privacy Protection) Act 2012 (Cth) (the Act).
- Taking all reasonable steps to comply with the act and ensure the protection of data.
- Complying with the APPs and the IPPs in relation to personal information and make available this Privacy Statement to all employees, officers, and business partners to promote awareness of their requirement to comply with our privacy standards and to anyone else who asks for it.
- Ensuring that lawful, fair, and unobtrusive means are used to collect personal information that is necessary for its business purposes.
- Collecting sensitive information only with the individual's consent and not disclose any personal information to an unrelated third party except with the individual's consent or where permitted to do so by law.
- Taking reasonable steps to destroy or de-identify personal information in a secure manner when there is no further need for it or if Shaw is required to do so by law.
- Taking reasonable steps to ensure that only authorised personnel who have agreed to keep personal information confidential have access to the information.
- Advising individuals (and any regulatory body if required) of any privacy breach that is likely to cause anyone serious harm.
- Providing individuals with access to their personal information on request periodically review and revise this Privacy Statement and related documents to maintain relevance.
- Taking reasonable steps to keep personal information up to date, accurate, and complete.
- Allowing for the correction of data and individual information where required or requested by individuals.



Authorised by:

Joe Luttrell
Chief Executive Officer

Board Endorsed on: 27 Sept 2025

