

PRIVACY POLICY

Silentium Defence's commitment to privacy is driven strongly by our core values:

Purpose, People, Profit

Data Driven Decisions

Integrity is our Credibility

This privacy policy outlines how Silentium Defence Pty Ltd ABN 24 616 397 383 and its related bodies corporate (including those listed at the end of this Policy) (**we, us or our**) collects, holds, uses and discloses personal information including in accordance with the Australian Privacy Act 1988 (Cth) and Australian Privacy Principles (**Privacy Laws**).

In this privacy policy:

- **'Personal information'** means information about an identifiable individual (a natural person). This Policy outlines how we manage personal information; and
- **"Website"** means the website operated by us at www.silentiumdefence.com.au (including any subdomains) and any services associated with such website.

By providing us with your personal information, you authorise the personal information being collected, held, used and disclosed in accordance with this Policy. This Policy is in addition to any other applicable terms and conditions that may apply to your relationship and/or engagement with us.

KINDS OF PERSONAL INFORMATION WE COLLECT

We collect and hold personal information about customers and potential customers, contractors, suppliers and other people who come into contact with us, including users of our website (**you or your**).

The kinds of personal information we may collect and hold may include:

- Your name, date of birth, address, phone number, e-mail address, company information.
- Your geographic location.
- Your financial information (e.g. your bank account or payment details);
- Details of the products and services we have provided to you, or that you've enquired about, including any additional information necessary to deliver those products and services and respond to your enquiries.
- CCTV footage, photo images and timings/metadata from your use of swipe access cards when you attend at any of our premises.
- If you are seeking employment with us, information about your occupation, employment history, education and suitability for the role or relationship, including criminal history, health information, social media profiles and whether you hold or are eligible for any licences/ permits or police or security clearances required for the role.
- Data about your use of our Website and our services, such as your IP address, your login data, details about your browser, page views and navigation paths, length of visit to pages, details about the number of times you use our Website or our services, time zone settings and other technology on the devices you use to access our Website or our services; and
- Any other information you provide to us when you use our website or our services.

HOW WE COLLECT PERSONAL INFORMATION

We will generally collect personal information about you directly by way of forms and other documents or information you submit to us (whether in paper or electronic form), correspondence you provide to us and telephone calls or meetings with you. Without limitation, we may collect personal information about you that you provide, or which is otherwise generated through your use of our website or any other services we may make available from time to time.

We may also collect personal information from third parties in some instances, for example, from recruitment and security clearance companies, medical professionals or employment references, other suppliers of services to us or other parties where we have your consent to that collection. We may also collect personal information from CCTV cameras that may be placed on and around our premises.

You are not required to provide us with your personal information. However, in some cases, if personal information we request is not provided, it may affect our ability to do business with you, including that, we may be unable to provide you with certain of our goods or services or continue our relationship with you.

PURPOSES OF COLLECTION

The personal information we collect and hold about you depends on your interaction with us. Generally, we will collect, hold and use personal information about you if it is directly related to, or reasonably necessary for, the performance of our functions and activities and for the purposes of:

- To verify your identity and communicate with you.
- Facilitating your access to, and use of, our website.
- Providing you with our goods and services.
- Answering any questions or inquiries you direct to us.
- Facilitating our internal business operations, including the fulfilment of any legal requirements.
- Assessing the suitability of potential employees or contractors or assessing performance of current suppliers or contractors.
- For other purposes which are reasonably necessary in connection with our normal functions and activities.
- To provide you with marketing materials in relation to offers, specials, products and services we consider may be of interest to you.
- Analyzing our website performance, services and customer needs with a view to developing new or improved services; and
- As otherwise required or permitted by applicable laws and regulations.

HOW WE USE AND DISCLOSE PERSONAL INFORMATION

Generally, we will only use or disclose personal information about you for the purposes for which it was collected (as set out above) (or for a related secondary purpose). We may disclose personal information about you to:

- Our related bodies are corporate, service providers and partners, who assist us in operating our business.
- Any industry body, tribunal and/or court in connection with any complaint made by you about us; and
- Any other organisation or person with your consent or as permitted or required by law.

CROSS BORDER DISCLOSURE

We may disclose your personal information to overseas recipients located in the United States and the United Kingdom. These include our related body corporates, contractors and governments agencies (to the extent required to secure a right to work for our personnel in those jurisdictions).

We will take reasonable measures to ensure that any cross-border disclosure is in compliance with the requirements of the relevant Privacy Laws. For example, by taking such steps as are reasonable in the circumstances to ensure that those organisations are either subject to applicable privacy laws that, overall, provide comparable safeguards to those under the relevant Privacy Laws, or are otherwise required to protect the information in a way that, overall, provides comparable safeguards to those under the relevant Privacy Laws.

HOW WE HOLD PERSONAL INFORMATION

We are committed to protecting your personal information and we implement appropriate technical and organisational measures to help protect the security of your personal information including restricting access to electronic records through technical access restrictions. However, please note that no system is ever completely secure.

We may hold personal information in different ways, including in paper form, electronic form and/or in other mediums. While we have taken steps that are reasonable in the circumstances to protect the personal information we hold from misuse, interference and loss and from unauthorised access, modification or disclosure, we cannot guarantee that such misuse, interference, loss, or unauthorised access, modification or disclosure will not occur.

DIRECT MARKETING COMMUNICATIONS

If you consent to receiving direct marketing communications from us, from time to time we may use your personal information to provide you with marketing materials in relation to offers, specials, products and services that we consider may be of interest to you. If you would not like to receive direct marketing materials from us you may notify us using the contact details set out below or by clicking on the opt-out link in the marketing communication.

COOKIES

A cookie is a data file that a website transfers to your computer or device. This enables the website to track the pages you have visited. A cookie only contains information you supply. It cannot read data on your computer or device. There are many types of cookies that may be used for different purposes. For example, some cookies help a website to remember information about your visit, like your preferred language and other settings while others may identify which pages are being visited or offer security features. Our website uses cookies. You can set your browser or device to refuse cookies; however, this may mean you are unable to take full advantage of our website or our services.

HOW TO OBTAIN ACCESS TO YOUR PERSONAL INFORMATION

You may request access to personal information which we hold about you by contacting us using the contact details set out below. When you request copies of your personal information held by us, we will endeavor to provide you with such copies as soon as reasonably practicable.

We may require you to verify your identity and specify what personal information you require. There may be occasions when we are permitted to withhold access to personal information, we hold about you such as (without limitation) where release of the information would have an unreasonable impact on the privacy of others.

HOW TO CORRECT YOUR PERSONAL INFORMATION

We assume that any personal information provided by you is accurate and complete. If you believe the personal information we hold about you is inaccurate, incomplete or out of date, please notify us immediately. You may request that we update or vary personal information that we hold about you using the contact details listed below. If you satisfy us that any personal information we hold about you is not accurate, complete or up to date, we will amend our records accordingly.

RETENTION OF PERSONAL INFORMATION

We will retain your personal information for as long as we require it to fulfil the purpose for which it was collected, unless a longer retention period is required for the purpose of discharging our legal, accounting and reporting requirements.

ANONYMITY AND PSEUDONYMS

You have the option of not identifying yourself or using a pseudonym when dealing with us in relation to privacy matters unless we are required by law or a court/tribunal to deal with individuals who have identified themselves or it is impractical for us to deal with you if you have not identified yourself in the circumstances.

CHANGES TO THIS POLICY

This privacy policy is dated **25 November 2025**. We may, from time to time, review and update this Privacy Policy to take account of new laws and technology, changes to our functions and activities, and to make sure it remains appropriate.

We recommend you visit our website regularly to keep up to date with any changes. The date of this Policy will otherwise inform you as to whether there have been updates since your last visit.

CONTACT US

If you have any queries, comments or if you are concerned about how we have handled your personal information, you may contact us, or make a complaint, by writing to us using the contact details below. We will take reasonable steps to investigate the complaint and respond to you as quickly as possible (usually within 20 working days of hearing from you).

Please direct all queries and complaints in relation to your privacy or this privacy policy to:

By post: Silentium Defence Pty Ltd
33-37 Port Wakefield Road, Gepps Cross SA 5094

By email: info@silentiumdefence.com.au
Attention, Privacy Officer

By phone: 0437 759 176

If you're not satisfied with how we've handled your complaint, you can contact the Office of the Australian Information Commissioner at: GPO Box 5218, Sydney NSW 2001 or by email to enquiries@oaic.gov.au.

Silentium related bodies corporate:

- Silentium Defence Trading Pty Ltd
- Silentium Defence Holdings Pty Ltd
- Silentium Defence International Holdings Pty Ltd
- Silentium Defense Corporation (USA)
- Silentium Defence Ltd (UK)