

Privacy Policy

This privacy policy applies to “The Scouts” which is the product of Seablue Trading Pty Ltd ACN 626276837 (“We” or “Us” or SBT); We operate a mobile application where we store location details and other personal details in-line with the requirements from your employer. We strongly adhere to the Privacy Principles as outlined under the Privacy Act 1988(Cth) and Australian Privacy Principles (APP’s). The policy explains how we manage the personal information within our organization in accordance with the Australian Privacy Law.

1. Collection of personal information

As a subscriber to this mobile application, we may collect and hold personal information about you. The personal information includes but not limited to names, contact details, address, employer details, details about your professional certificates, security license, qualifications, licenses or memberships, passport details and your position, geographic location details, usernames and passwords that you create, records of our communications with you, including any messages you send us, information related to products and services you access through our mobile applications and feedback or any other information as required from time to time. We’ll also collect Visa or VEVO Check results from time to time & collect your financial and banking details on behalf of your employer. We will not be responsible for any financial payment/ remuneration/ incentive / bonus payment for the services provided by you to your employer. We also collect the information about our contractors, suppliers and business partners. We also collect information about employees of our contractors, suppliers and business partners in relation to conducting business with that party. We do not collect any information about political, religious association and sexual preferences in providing services to you. If we were not to collect the above-mentioned information then, we may not be able to offer the desired services to you.

- 2. Our website/ mobile application uses cookies to identify users by the content viewed and frequency of visits.** Most internet browsers have a facility that will allow you to disable cookies altogether – please refer to your browser’s help menu to find out how to do this. While you will still be able to browse our websites/ mobile application with cookies disabled on your internet browser, some website/ mobile application functionality may not be available or may not function correctly. This may impact the services required by your employer and may have implications on your employment. We take no responsibility for any privacy procedures/policies of third-party websites/links shared on our website/ mobile application.
- 3. Confidentiality Policy-** We use your confidential information only for the purpose of providing services. We take stringent measures to ensure that your confidential information is safe from any unauthorized use. This includes preventing unauthorized persons to have physical access to areas where your confidential information is stored. All our computers and equipment are password protected and have strong protection against online attacks.

4. Use and disclosure of personal information – We use your personal information in providing for services, advice and communicating with the users and/or recipients of services from us. We use your personal information to support products and services offered by us.

We use personal information for providing geographic location and other related details of the user, to send you notifications, status updates and reports, to send you surveys and questionnaires about your experience using our products and services, to verify your identity when you are dealing with us, to provide reports to and /or communicate with stakeholders, to assess, maintain, upgrade and improve our products and services; to create new or enhanced products or services, and to notify you about those products or services; as part of your employment; to comply with our legal and regulatory obligations; and to manage and resolve any legal or commercial complaints or issues.

5. Method of collection

We may ask for collection of personal information:

- when you set up an account with us and give information to us by email (electronic information), fax, telephone, hard copy.
- when you subscribe to our newsletter or services.
- when you visit our office and sign in; and
- from a third party, such as through your representatives, contractors who provide services to us, or third parties who refer you to us because they think you may be interested in our products or services.

6. We may share personal information about you with your employer, representative, our staff, our business partners, agents and service providers; prospective purchasers of all or part of our business or shares in our company or a related entity; professional advisers who we engage to provide advice on our business; and as required by law, regulation, court order, subpoena, warrant, in the course of a legal proceeding or in response to a law enforcement agency request.

7. You can opt-out of receiving marketing communications from us by contacting us at Info@thescouts.com.au or following the “unsubscribe” link in the communication.

8. We may de-identify information about you so that you can no longer be identified through that information. We may then aggregate other de-identified information and use and disclose that de-identified information in the course of our business.

9. Access and Correction

You may contact us to correct any information about you. Depending upon the correction required, we may have to ask you to provide necessary evidence or documentation before this change may be affected. If the change is acceptable, after you provide relevant evidence, then we endeavor to correct it within reasonable time. If you want to access any of the personal information that we hold about you or to correct some aspect of it (e.g., because you think it is incomplete or incorrect), please contact us at Info@thescouts.com.au.

10. Storage and Security of information

We store information including in hard and/or soft versions on our computers and storage facilities. We destroy any information (under the relevant law) which is not required for the purpose we offer services to you. We keep your information under lock and key and our computers are password protected. Although we store all personal information on computer infrastructure located within Australia, your personal information may be available for access by

participants in other countries. It is not practicable for us to specify in advance all the countries from which your personal information may be accessed, but these countries may include U.S, Singapore, India and New Zealand. However, all our subcontractors are required to comply with the Privacy Act in relation to the transfer or storage of personal information overseas. The transmission and exchange of information is carried out at your own risk. We cannot guarantee the security of any information that you transmit to us or receive from us.

11. We reserve the right to make any changes to the above-mentioned policies at any time. It is strongly recommended to contact us should you have any objection before you use or access any information on our website/mobile application.

12. "The Scouts" will safeguard the confidentiality and security of the information we obtain from you. This notice describes our privacy policy as it relates to the collection, protection and disclosure of such information resulting from credit card and debit card transactions only.

Collection of Information: "The Scouts" will collect and use information obtained from credit card and debit card only for business purposes. These business purposes may vary depending upon the circumstances. We respect and are committed to protecting your privacy. We may collect personally identifiable information when you visit our site. We also automatically receive and record information on our server logs from your browser including your IP address, cookie information and the page(s) you visited. **Protecting Your Credit/Debit Card Information:** The credit/debit card information provided by you to "The Scouts" will be stored in a confidential manner. Our employees may access such information only when there is an appropriate business reason to do so, such as when a refund must be issued back to the credit/debit card. We maintain physical, electronic and procedural safeguards to protect your information, and our employees are required to follow these privacy standards. **Disclosure of Your Information:** "The Scouts" does not disclose any nonpublic information (such as credit/debit card number and their expiration dates) about our customers or former customers to anyone, except as required by law. We disclose information only when it is necessary for the conduct of State or Federal government business, or under circumstances where disclosure is required by law. Information may also be disclosed for audit purposes, to regulatory agencies or for other general administrative services. We do not disclose information about you to other entities who may want to sell their products to you. We will not sell your personally identifiable information to anyone. **Transaction Security:** "The Scouts", uses Secure Socket Layer (SSL) protocol to ensure transaction security. Your payment and personal information are always safe. The SSL is the industry standard and among the best software available today for secure commerce transactions. It encrypts all your personal information, including credit/debit card number, name, and address, so that it cannot be read over the internet. **Refunds:** A refund for the purchases charged to a credit/debit card must be reimbursed to the credit/debit card account charged for the purchase.

13. Contact Information –

If you have any complaints/concerns about any of the matters listed above or the website/mobile application, then please contact us by:

Email: Info@thescouts.com.au

Address: 11/28 Richard Rd, Hoppers Crossing VIC 3029.

Depending upon the complexity of the matter we will endeavor to resolve it within reasonable timeframe.

If we have not responded to you within a reasonable time or if you feel that your complaint has not been resolved satisfactorily, you can contact us to discuss your concerns. You are also entitled to make a complaint to the Office of the Australian Information Commissioner (OAIC). Contact details can be found at the OAIC's website: www.oaic.gov.au.

Approved and Executed by Seablue Trading Pty Ltd ACN 626276837 in accordance with Section 127 of the Corporations Act 2001: