



RECRUITMENT SCAM AWARENESS STATEMENT

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CONTENTS

1	PURPOSE	2
2	TERMS	2
3	GOVERNANCE	4

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Any person(s) using i24s Group Pty Ltd's (i24s) documents or data accepts the risks of:

- a) using the documents or data in electronic form without requesting and checking them for accuracy against the original hard copy version; and
- b) using the documents or data for any purpose not agreed to in writing by i24s.

1 PURPOSE

i24s Group Pty Ltd ("i24s") ("the Group") (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

The Group is committed to upholding the highest business standards, including in relation to our talent acquisition and external communications processes and systems.

This **Recruitment Scam Awareness Statement** ("Statement") aims to outline how the Group preserves the integrity of the content on our website to ensure that users and visitors (to the website) have an informative experience, and that their personal data is preserved in accordance with the respective laws.

The governance of this Policy is overseen by the Group's Co-Founders and Officers/Executive Directors, Angela and Justin Kickett.

2 TERMS

The i24s' website is operated by the Group and its related entities and affiliates. By using i24s' website you (meaning any user of this website) are deemed to expressly accept and be legally bound by the following Terms. Please read the Terms carefully. If you do not wish to be bound by these Terms, please immediately cease using our website and/or downloading any further content from it.

The website means the whole or any part of the webpages, including individual elements of design, code elements, all written content, text, sounds, graphics, photographs, logos and other content.

The website is provided for general guidance and information purposes only. The information provided on this website is not intended to be construed as, or substitute for, the provision of professional advice. We expressly do not purport to give professional advice over our website. You should consult with a i24s team member in relation to any information on the website before seeking to rely on it.

Whilst every reasonable effort has been made by i24s to ensure all information, articles, updates, other information or content available on the website is accurate at the time of publication, some errors or mistakes can occur. All information and content on the website is provided "as is" with no guarantee, warranty or representation in relation to completeness, accuracy, timeliness, relevance, sufficiency, fitness for any particular purpose or reliability.

The website uses log files, Google analytics and Cookies to help us to improve your experience of our website and to ensure that it performs as you expect it to. We also use location-based tools to collect personal information about your geographic location and use this to provide county-and region-specific information. By accessing this website, you agree to this collection and use of data. To learn more about i24s' use of these technologies, please refer to our Privacy Policy.

To the fullest extent permissible pursuant to applicable law, i24s disclaims any and all liability to you, any website users and any affected third party in respect of the whole of the content on this website and you agree that in no event shall i24s be liable to you or any affected third party for any direct, indirect, incidental, consequential or other damages (including but not limited to, liability for loss of use, data, business interruption or profits), costs or expenses otherwise incurred, whether actionable under tort (including negligence), contract or otherwise, even if

i24s was advised or knew or should have known the possibility of such damages. To the extent permitted by law, all warranties (express or implied) are disclaimed.

By using and accessing our website, you agree to comply with all applicable laws, regulations, statutes and codes of practice, including without limitation, laws and regulations applicable to intellectual property rights, copyright and moral rights.

i24s strives to ensure that its website is always technically sound. However, the Group does not warrant and makes no representation that the content or any downloads or other material on this Website will be free from viruses, other harmful components, data-processing errors, technical glitches, operational problems, errors, bugs or other harmful elements. You remain solely responsible for the security and protection of your information processing systems when using the website.

Certain links on this website may lead to third party servers, operators or websites over which i24s has no control. The Group disclaims any liability in relation to any links to other servers, operators or websites. It is recommended that you review the relevant website's terms and conditions of use before proceeding.

Content on our website – including any concepts, ideas, methods, procedures, processes, know-how, publications, models, products, programs, software, technology, techniques, templates, designs, photographs, artwork, graphics, logos and information on or described on the website – may be copyrighted, proprietary or subject to intellectual property or other rights.

Any unauthorised use of any materials, content or information on our website may violate copyright, trademark and other laws or applicable intellectual property or licensing rights. No materials, content or information on our website may be used, reproduced, transmitted or exploited in any form or by any means without the express written permission from i24s.

In circumstances, where you provide us with any personal information, personal data or personally identifiable information on our website, we collect, use, secure and store that information in accordance with our Privacy Policy.

These Terms are effective as of 4 July 2023. We may make changes to our website or our Terms from time-to-time by posting a copy of the updated Terms to the Group's website.

You agree to defend, indemnify and hold i24s and its related entities harmless from any and all liabilities, costs, expenses (including legal costs on a full indemnity basis) in relation to the violation of these Terms by you or in connection with any misuse, misappropriation or unauthorised reproduction or use of any information, content or materials on our website by you.

By accessing the i24s website, you allow i24s to collect your geographic location provided by your IP address and use it to provide county- and region-specific information.

3 GOVERNANCE

The governance of this Statement is overseen by the Group's Officer, Angela Kickett. For further information about this Statement and/or other health, safety, environmental or quality management matters, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Angela Kickett

Co-Founder/Executive Director

