

Employee Privacy Notice

Last Updated: 20 April 2023

News Corp Australia (the “Company”, “we”, or “us”) is a network of affiliated companies which operates in many different countries but primarily in Australia. News Corp Australia employing entities are listed at the end of this Notice. We are committed to protecting the privacy of the Personal Information (as defined below) of our employees. The purpose of this Privacy Notice (“Notice”) is to explain how we collect, use and disclose the Personal Information of our employees. This Notice is intended to supplement, and not supersede, any contractual provisions to which you may have agreed regarding the collection, use and/or disclosure of Personal Information. If any additional uses or disclosures of Personal Information are anticipated, the Company will communicate those changes to you.

INFORMATION WE COLLECT ABOUT YOU AND WHY

In the course of your employment with us, the Company will collect information about you and your dependents in order to efficiently manage the employment relationship. We refer to such information in this notice as “Personal Information.” For more specific information regarding what Personal Information we collect and the purposes for which we collect and use it, please refer to the annexure to this notice. We collect Personal Information to perform employment agreements, to comply with legal obligations and to pursue legitimate interests of the Company such as to transmit Personal Information within the Company and its affiliates for internal administrative purposes and to ensure network and information security.

We do not obtain Personal Information about our employees from third parties, except where specific notice has been provided to you.

Some of the Personal Information the Company collects may include Sensitive Information as described in the Annexure at the end of this notice. Please be assured that we process Sensitive Information only if you have provided your consent or if such processing is necessary to perform employment-related duties or where imposed by applicable law.

Your decision to provide certain Personal Information to the Company is voluntary. However, if you do not provide certain information, the Company may not be able to accomplish some of the purposes outlined in this Notice.

HOW WE SHARE YOUR PERSONAL INFORMATION

Due to the global nature of our operations, the Company may disclose and transfer Personal Information to personnel and other departments throughout the Company and its affiliates (including, without limitation, the News Corporation global family of companies) to fulfil the purposes described in this Notice.

Access to, processing and use of Personal Information within the Company and its affiliates will be limited to those individuals who have a need to know the information and may include your managers and their designees, selected personnel in HR, IT, accounting, legal and internal audit. All personnel within the Company and its affiliates will generally have access to limited Personal Information, in particular business contact information such as name, position, work telephone numbers, addresses and email addresses and photographs via the News Corp Global Directory and the Company Intranet.

From time to time, the Company or certain of its affiliates may need to make Personal Information available to other parties, such as legal and regulatory authorities; accountants, auditors, lawyers and other outside

professional advisors; and to companies that provide products and services to the Company and its affiliates (such as payroll, pension scheme, insurance providers; human resources services, IT systems suppliers and support; and other third parties engaged to assist the Company and its affiliates in carrying out business activities) located wherever they operate. Some of these services will be provided from countries outside of the jurisdiction where you work. The Company and its affiliates take reasonable steps to ensure that these service providers protect the confidentiality and security of Personal Information, and that Personal Information is processed only for the provision of the services on behalf of the Company and its affiliates and in compliance with applicable law. Service providers are not authorized to use or disclose Personal Information, except as necessary to perform the services and in compliance with applicable law.

We may also share Personal Information in the context of a business transaction, such as a merger or acquisition. Following such a business transaction, you may contact the entity to which we transferred your personal information with any inquiries concerning the use of your Personal Information.

Please refer to the Annexure to this notice for details of the third parties with which we may share Personal Information.

DATA TRANSFERS

Your Personal Information may be transferred to, stored or accessed by other Company affiliates worldwide, including their service providers, for employment and management purposes. This may include transferring Personal Information to states within Australia and countries other than the state/country where you are located.

SECURITY

The Company has implemented technical and organizational measures to protect Personal Information against accidental or unlawful destruction, loss, alteration, access, unauthorized disclosure or access. We make reasonable efforts to ensure a level of security appropriate to the risk of the processing, taking into account the costs of implementation and nature of the processing of Personal Information. When the Company retains a third-party service provider, that provider will be required to implement appropriate measures to protect the confidentiality and security of the Personal Information.

DATA INTEGRITY AND RETENTION

The Company takes reasonable steps consistent with applicable laws to ensure that Personal Information we process is reliable for its intended use, accurate, and complete as necessary to carry out the purposes described in this Notice. In addition, Personal Information will be retained for the for the duration of your employment relationship, including a reasonable period after the termination of your employment relationship as required or permitted by applicable law.

YOUR RIGHTS

You may request to access, modify or correct most Personal Information about you through your local Human Resources (HR) department. . You may have the right to object to the processing of your Personal Data and restrict the processing of your Personal Data in certain circumstances. Please note, however, that certain Personal Information may be exempt from such rights pursuant to applicable data protection laws. You may submit your requests to the parties identified in the “Contact Us” section below. We will respond to your questions or complaints relating to the processing of your Personal Information.

CONTACT US

The entity responsible for the collection and processing of your Personal Information is Nationwide News Pty Ltd (ABN 98 008 438 828), contact details included in the Annexure to this notice.

If you have any questions or concerns about how we process Personal Information in the employment context, please contact your local HR Manager or the Company's Business Unit Privacy Leader (BUPL), contact details in our Privacy Policy [here](#).

NEWS CORP AUSTRALIA EMPLOYING ENTITIES

- Advertiser Newspapers Pty Ltd (ACN 007 872 997)
- APN Educational Media Pty Limited (ACN 070 900 999)
- APN Newspapers Pty Ltd (ACN 009 657 943)
- Australian News Channel Pty Ltd (ACN 068 954 478)
- Nationwide News Pty Ltd (ACN 008 438 828)
- Nationwide Newspapers Pty Ltd (ABN 54091766166)
- News Digital Media Pty Ltd (ACN 000 529 457)
- News Life Media Pty Ltd (ACN 088 923 906)
- News Pty Limited (ACN 007 871 178)
- Punters Paradise Pty Ltd (ACN 133 262 414)
- Queensland Newspapers Pty Ltd (ACN 009 661 778)
- Racing Internet Services Pty Ltd (ACN 081 660 951)
- The Herald & Weekly Times Pty Limited (ACN 004 113 937)

ANNEXURE

Types of Personal Information we may collect include:

- **Personal Details:** Your name, maiden name and surname, e-mail and telephone details, home address, date and place of birth, gender, marital status, photograph, driver's license, as well as personal details of dependents, beneficiaries, and emergency contacts;
- **Documentation Required under Immigration Laws:** Citizenship, passport data, details of residency or work permit;
- **Payroll Data:** Banking details, working time records (including vacation and other absence records, medical or family leave, hours worked and department standard hours) and termination date;
- **Your Position:** Description of current position, title, salary plan, grade, unit/department, location, supervisor(s) and subordinate(s), employee identification number, employment status and type, terms of employment, employment contract, work history with the Company, (re-)hire and termination date(s), length of service, retirement eligibility, promotions and disciplinary records;
- **Talent Management and Development Information:** Details contained in letters of application and resume/CV, previous employment background, professional references, education history, professional qualifications, language and other relevant skills, details on performance management ratings, development plan and willingness to relocate;
- **Compensation:** Base salary, bonus, benefits, overtime and shift work, salary plan, salary step within assigned grade, details on stock options, stock grants and other awards, currency, pay frequency, effective date of current compensation, salary reviews and performance appraisals;
- **Medical Certificates (including vaccination certification):** we may from time to time request medical certificates to support any requests for absences from work in accordance with our leave Policy or workplace injury claims. We may also request medical certificates (or Vaccination Certification) to protect our personnel and workplaces from health risks.
- **Management Records:** Details of any shares of common stock or directorships;
- **System and Application Access Data:** Information required to access Company systems and applications such as System ID, LAN ID, email account, instant messaging account, mainframe ID, previous Company-assigned personnel number or ID, previous Company contacts' ID, system passwords, employee worker status, country code, and electronic content produced using Company systems; and
- **Sensitive Information:** Sensitive Information means data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health, data concerning sex life or sexual orientation. We may also collect certain types of sensitive Information as permitted by local law, for example, data that identifies health-related conditions, such as where required for making an accommodation or to process absence requests or insurance claims, membership in union or work council and diversity-related data (such as sex and racial or ethnic origin) in order to comply with our legal obligations and internal policies relating to diversity and anti-discrimination and information necessary to perform a background check, reference check, or credit check when appropriate. Please be assured that, as explained in the following section, we will only use such sensitive Information as permitted by law.

The purposes for which we collect, use and transfer Personal Information include:

- **Managing Workforce:** Managing work activities and personnel generally, including appraisals, promotions and succession planning, administering salary and payment administration and reviews, wages and other

awards such as stock grants and bonuses, health care, pensions and savings plans, benefits, training, leave, promotions, transfers, secondments, honouring other contractual benefits, recreational activities, performing workforce analysis and planning, performing background checks, managing disciplinary matters and terminations, making business travel arrangements;

- **Communications and Emergencies:** Facilitating communication at the workplace location, home and when individuals are traveling, ensuring business continuity, protecting the health and safety of our employees and others, safeguarding Company property, facilitating communication in an emergency and providing references;
- **Business Operations:** Operating and managing the IT and communications systems, managing product and service development, improving our products and services, managing Company assets, allocating Company assets and human resources, strategic planning, project management, business continuity, crisis management, compilation of audit trails and other reporting tools, maintaining records relating to manufacturing and other business activities, budgeting, financial management and reporting and communications within and outside the Company, managing acquisitions, mergers and re-organizations or sale of the Company or a part thereof; and
- **Compliance:** Complying with the Company's policies, collective bargaining agreements, and legal requirements applicable to our businesses in all countries in which the Company operates, such as income tax and national insurance deductions, record-keeping and reporting obligations, conducting audits, compliance with government inspections and other requests from government or other public authorities, responding to legal process such as subpoenas, pursuing legal rights and remedies, defending litigation and managing any internal complaints or claims arising out of or relating to your relationship with the Company, conducting investigations, administration and maintenance of whistleblowing hotline; and
- **Monitoring:** Ensuring compliance with the Company's policies (including the monitoring policies with regard to telephone, email, Internet and other Company resources and the *News Corp Standards of Business Conduct*), monitoring activities as permitted by local law. See the *Electronic Communications & Company Systems Usage and Monitoring Policy* on the company intranet or ask for a copy.
- **The categories of unaffiliated third parties with which the Company may share Personal Information include:**
 - **Professional Advisors.** Accountants, auditors, lawyers, insurers, bankers, and other outside professional advisors in all of the countries in which the Company operates.
 - **Service Providers.** Entities that provide products and services to the Company such as human resources services, companies that assist with conducting reference checks, payment of compensation, training, expense management, IT systems suppliers and support; third parties assisting with equity compensation programs, credit card companies, medical or health practitioners, trade bodies and associations, and other service providers.
 - **Benefits Providers.** Entities that the Company works with to offer employees with a variety of benefits such as health and well-being resources. In this event, the employee will typically submit any personal information directly to the benefits provider and the Company may verify the employment status of such employee to the benefits provider, or the Company may provide names and work email addresses to benefits providers so the providers may contact the employees directly.
 - **Public and Governmental Authorities.** Entities that regulate or have jurisdiction over the Company such as regulatory authorities, law enforcement, public bodies, and judicial bodies;
 - **Corporate Transaction.** A third party in connection with any proposed or actual reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of the

Company's business, assets or stock (including in connection with any bankruptcy or similar proceedings).