

PRIVACY POLICY

At **Mighty Serious Pty Ltd** (Australian Business Number: 41 621 439 245) (defined here as 'We', 'Us' or 'Our'), We recognise the importance of your privacy and understand the concerns surrounding security of personal information.

This Privacy Policy sets out how We collect, use and disclose "personal information" and other "non-personal information" We have gathered about you in relation to Our service titled "**Mighty Cares**", ("Service" which term includes all versions of our service and application).

By using our Service, you acknowledge and consent to the terms of this privacy policy.

This policy will let you know:

- What information (often referred to as 'data') is collected from you;
- How your information is used;
- Whom your information may be shared with;
- How you can access, update, or delete your information.

We will comply with all relevant and applicable legislative requirements, and, in the event of any inconsistency, the legislative requirements will prevail over the provisions of this document.

User Age Limits

Our Service is not aimed at children under 13 years of age. Nevertheless, We acknowledge that our Service is accessible by children under 13 years of age on public app-stores.

If you believe that We have inadvertently collected information from a person under the age of 13, please contact Us at the email address below and the information will be permanently deleted. We do not permit behaviourally targeted advertising to children under the age of 13 years.

What data do we collect?

We collect data in three ways.

- A. Data collected automatically;
- B. Data you provide us; and
- C. Data collected by our partners.

A. Data collected automatically

Certain data is collected automatically. This includes:

- Data about your usage (and progress) within Our Service;
- Data about your device, such as device name and operating system, browser type and language;
- Data about your use of the Service, such as progress data and your interactions with content inside the Service; and
- Your IP addresses, and device identifiers (such as your device ID, advertising ID, MAC address, IMEI).

Please note, there are ways to prevent this, which are outlined at 'Third Party Service Providers' below.

B. Data you provide us

We collect and store information when you provide it to us, specifically, where you contact us for a particular purpose and provide us with your contact details, such as your full name, email, and mobile number.

C. Data we collect from our third-party partners

To operate and manage Our Service We need to use third party service providers from time to time. A list of those parties can be found in this privacy policy. The type of information We might collect from them includes:

- Personal Information relating to you (including, your full name, date of birth, mobile number and workplace address (if applicable));
- Data we receive relating to your employment;
- Demographic data (to determine the coarse location of your IP address); and
- Data from platforms that the Service operates on.

How do we use the data we collect?

Data collected can be personal to you or non-personal, and sometimes data that doesn't appear to be personal can become personal if certain other facts are learned. No matter how We come to collect your data, We will always treat it in accordance with this document, and any applicable legislation.

What is Personal Information?

'Personal Information' is information that identifies you as an individual. This is only collected by Us if you submit it to Us directly.

User Feedback

If you contact Us with a comment or query, We keep a copy of any personal information you provide. This is so that We can respond to your comments and questions as a part of Our commitment to providing you with user support. If you contact Us directly for any reason, We also keep a copy of that correspondence.

What about Sensitive Information?

Sensitive information includes information about such things as an individual's racial or ethnic origin, political opinions, membership of a political association, religious or

philosophical beliefs, membership of a professional body, criminal records or health information.

We will not attempt to obtain nor record any sensitive information about you.

Third Party Service Providers

Apart from Us, your data is accessible by Our third-party providers in the following circumstances. Our Service includes integrated services from third-party providers such as functionalities through application programming interfaces (APIs) and Software Development Kits (SDKs). These third-party providers may access your data and provide us with your data. It is important to note that these third-party providers manage data and engage in data security practices in accordance with their own privacy policies. We encourage you to review their privacy policies (listed below) before interacting with our Service.

APIs

Technology One: <https://www.technologyonecorp.com/privacy-policy>

SDKs

Apple: <https://www.apple.com/legal/privacy/pdfs/apple-privacy-policy-en-ww.pdf>

Google Play: <https://policies.google.com/technologies/partner-sites>

Sharing your data

By using Our Service, you provide Us with your unconditional, specific, explicit and voluntary consent to allow Us to share any data collected by Our Service relating to you with your employer (as notified by you when you engage with Our Service).

You acknowledge and agree that in order to access additional training through Our Service, we will be required to engage RMIT-Online (ABN 49 781 030 034) to deliver such additional training, through Our Service. In the event you wish to opt-in for further training in Our Service, we will ask for your explicit, specific, voluntary and prior consent to share your data with RMIT-Online.

Access, Deletion and Correction of Your Personal Information.

Regardless of how We come in contact with your data, you have the right to request access to any personal information We hold about you. You may request access to the information We hold about you by contacting Us via email at hello@mightyserious.com. If at any time You believe that personal information about You is incorrect, incomplete or inaccurate, You may request that We amend such information. If We refuse your request, We will provide you a written notice which will outlines the reasons for such refusal and the complaint mechanisms available to you.

You may also request that We delete any personal information We hold about You by contacting Us via email at hello@mightyserious.com.

Data Subject Requests

In the event that you send a data subject request to Us, or one of Our third-party partners informs Us that you have contacted them directly about your personal data they collected while you were using our service, We will respond to that request in accordance with any applicable legislation.

If you wish to know what data We hold about you, if any, please make out your request to Us in writing at the address listed below. Please be aware that in order to protect the information in Our database, We will require identification from you before releasing any information.

Disclosure and Security of Your Information

We will not sell, trade, rent or disclose any of the personal information you provide to us for any reason, without your prior consent. Otherwise, your Personal Information will only be disclosed where required or allowable by law.

Your Personal Information is stored offsite in a manner that reasonably protects it from misuse, loss, unauthorised access, modification or disclosure.

International Transfers of Your Information

Given that our Service is managed on a global network and data storage infrastructure, there are times where your data may need to be transferred across different jurisdictions. However, we will not transfer your personal information across jurisdictions, unless:

- You have provided your consent; or
- It is necessary to complete a transaction in Our Service; and
- We believe that the recipient of such information is subject to a law, or a binding scheme, that has the effect of protecting your information in a way that, overall, is at least substantially similar to the way in which the Australian Privacy Principles (APPs) protect information; and there are mechanisms you can access to take action to enforce that protection of the law or binding scheme; or
- Where otherwise allowed by any applicable legislation.

Policy Updates

We reserve the right to amend this Policy from time to time, in our sole discretion. Any changes to this policy will be notified to you, in writing. The most current version of our Privacy Policy can be found at www.mightycares.com. We will always keep this up to date so that you know what information we will collect from you, how we may use it, and when we may disclose it.

Complaints

You can lodge a complaint with us about any breach of our Privacy Policy at the address below.

Privacy Policy Contact Information

If you have any questions about our Privacy Policy, please contact us at: hello@mightyserious.com

Office of the Australian Information Commissioner

Phone: 1300 363 992 (local call cost, but calls from mobile and pay phones may incur higher charges). If calling from overseas (including Norfolk Island): +61 2 9284 9749

TTY: 1800 620 241 (this number is dedicated to the hearing impaired only, no voice calls)

TIS: Translating and Interpreting Service: 131 450 (If you don't speak English or English is your second language and you need assistance and ask for the Office of the Australian Information Commissioner)

Post: GPO Box 2999 Canberra ACT 2601

Fax: +61 2 9284 9666

Email: enquiries@oaic.gov.au

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