

Privacy Policy

Eikon Financial Pty Ltd

Company: Eikon Financial Pty Ltd
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VERSION CONTROL

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SECTION A – INTRODUCTION

1. INTRODUCTION

- 1.1 As part of Eikon Financial Pty Ltd's ("**Eikon Financial**") process to ensure that it continues to maintain the highest levels of professional integrity and ethical conduct, Eikon Financial has adopted this Privacy Policy ("**Policy**") to manage personal information in an open and transparent manner.
- 1.2 The provisions of this Policy will assist Eikon Financial in complying with the requirements of the *Privacy Act 1988* (Cth) and the Australian Privacy Principles in protecting the personal information Eikon Financial holds about its clients.

2. WHEN DOES THIS POLICY APPLY?

- 2.1 This Policy applies to all representatives and employees of Eikon Financial at all times and the requirements remain in force on an ongoing basis.

3. GLOSSARY

TERM	DEFINITION
APP entity	means an agency or organisation as defined in section 6 of the Privacy Act 1988.
Australian law	means (a) an Act of the Commonwealth or of a State or Territory; or (b) regulations, or any other instrument, made under such an Act; or (c) a Norfolk Island enactment; or (d) a rule of common law or equity.
Collects	Eikon Financial collects personal information only if Eikon Financial collects the personal information for inclusion in a record or generally available publication.
Court/tribunal order	means an order, direction or other instrument made by: (a) a court; or (b) a tribunal; or (c) a judge (including a judge acting in a personal capacity) or a person acting as a judge; or (d) a magistrate (including a magistrate acting in a personal capacity) or a person acting as a magistrate; or (e) a member or an officer of a tribunal; and includes an order, direction or other instrument that is of an interim or interlocutory nature.
De-identified	personal information is <i>de-identified</i> if the information is no longer about an identifiable individual or an individual who is reasonably identifiable.

Eligible Breach	Data	<p>An eligible data breach occurs:</p> <p>(a) when there has been unauthorised access or unauthorised disclosure of personal information, or a loss of personal information, that Eikon Financial holds; and</p> <p>(b) the unauthorised access or unauthorised disclosure is likely to result in serious harm to one or more clients; and</p> <p>(c) Eikon Financial is not able to prevent the likely risk of serious harm with remedial action.</p>
Holds		Eikon Financial <i>holds</i> personal information if it has possession or control of a record that contains the personal information.
Identifier of individual	an	<p>means a number, letter or symbol, or a combination of any or all of those things, that is used to identify the individual or to verify the identity of the individual, but does not include:</p> <p>(a) the individual's name; or</p> <p>(b) the individual's ABN (within the meaning of the <i>A New Tax System (Australian Business Number) Act 1999</i>); or</p> <p>(c) anything else prescribed by the regulations.</p>
Permitted general situation		As defined in s16A of the Privacy Act 1988
Personal information means		<p>means information or an opinion about an identified individual, or an individual who is reasonably identifiable:</p> <p>(a) whether the information or opinion is true or not; and</p> <p>(b) whether the information or opinion is recorded in a material form or not.</p>
Sensitive information		<p>means</p> <p>(a) information or an opinion about an individual's:</p> <p>(i) racial or ethnic origin; or</p> <p>(ii) political opinions; or</p> <p>(iii) membership of a political association; or</p> <p>(iv) religious beliefs or affiliations; or</p> <p>(v) philosophical beliefs; or</p> <p>(vi) membership of a professional or trade association; or</p> <p>(vii) membership of a trade union; or</p> <p>(viii) sexual orientation or practices; or</p> <p>(ix) criminal record;</p> <p>that is also personal information; or</p> <p>(b) health information about an individual; or</p> <p>(c) genetic information about an individual that is not otherwise health information.</p> <p>(d) biometric information that is to be used for the purpose of automated biometric verification or biometric identification; or</p> <p>(e) biometric templates.</p>

SECTION B – CONSIDERATION OF PERSONAL INFORMATION PRIVACY

4. PRIVACY STATEMENT

- 4.1 Eikon Financial's Compliance Officer must ensure that at all times the provisions of this policy are implemented in the day to day running of Eikon Financial.
- 4.2 The Compliance Officer must ensure that at all times this Policy:
- (a) is current and reflects the latest applicable Australian laws; and
 - (b) contains the following information:
 - (i) the kinds of personal information that Eikon Financial collects and holds;
 - (ii) how Eikon Financial collects and holds personal information;
 - (iii) the purposes for which Eikon Financial collects, holds, uses and discloses personal information;
 - (iv) how an individual may complain about a breach of the Australian Privacy Principles, or other relevant legislation that binds Eikon Financial, and how Eikon Financial will deal with such a complaint;
 - (v) whether Eikon Financial is likely to disclose personal information to overseas recipients; and
 - (vi) if Eikon Financial is likely to disclose personal information to overseas recipients, the countries in which such recipients are likely to be located if it is practicable to specify those countries in this policy.
- 4.3 Eikon Financial must ensure that the Eikon Financial's Privacy Statement is available free of charge and in such form as appropriate. Eikon Financial will make the Privacy Statement available on its website.
- 4.4 If the Privacy Statement is requested in a particular form, Eikon Financial will take such steps as are reasonable to provide the Privacy Statement in the form requested.

SECTION C – COLLECTION OF PERSONAL INFORMATION (SOLICITED PERSONAL INFORMATION)

5. PERSONAL INFORMATION (OTHER THAN SENSITIVE INFORMATION)

- 5.1 This Section C applies to the collection of personal information that is solicited by Eikon Financial.
- 5.2 Eikon Financial must not collect personal information (other than sensitive information) unless the information is reasonably necessary for one or more of Eikon Financial's functions or activities.
- 5.3 Eikon Financial's functions or activities include providing a variety of financial advisory and dealing services to retail and wholesale clients.

6. SENSITIVE INFORMATION

6.1 Eikon Financial must not collect sensitive information about an individual unless:

- (a) the individual consents to the collection of the information and the information is reasonably necessary for one or more of Eikon Financial's functions or activities (as described in section 5.3); or
- (b) the collection of the information is required or authorised by or under an Australian law or a Court/Tribunal order; or
- (c) a permitted general situation exists in relation to the collection of the information by Eikon Financial; or
- (d) a permitted health situation exists in relation to the collection of the information by Eikon Financial.

7. MEANS OF COLLECTION

7.1 Eikon Financial must only collect personal information by lawful and fair means.

7.2 Eikon Financial must only collect personal information about an individual from the individual (rather than someone else), unless it is unreasonable or impracticable to do so or the individual has instructed Eikon Financial to liaise with someone else.

7.3 Eikon Financial will collect personal information from an individual when:

- (a) Eikon Financial's Application Form is completed;
- (b) a Client provides the information to Eikon Financial's representatives over the telephone or via email;
- (c) a Client provides the information to Eikon Financial on the website; or
- (d) a Client provides identification documents.

8. INFORMATION COLLECTED BY Eikon Financial

8.1 The information Eikon Financial collects may include the following:

- (a) name;
- (b) date of birth;
- (c) postal or email address;
- (d) phone numbers; or
- (e) other information Eikon Financial considers necessary to their functions and activities.

9. PURPOSE OF COLLECTION

9.1 If an individual is acquiring or has acquired a product or service from Eikon Financial, the individual's personal information will be collected and held for the purposes of:

- (a) checking whether an individual is eligible for Eikon Financial's product or service;

- (b) providing the individual with Eikon Financial's product or service;
- (c) managing and administering Eikon Financial's product or service;
- (d) protecting against fraud, crime or other activity which may cause harm in relation to Eikon Financial's products or services;
- (e) complying with legislative and regulatory requirements in any jurisdiction;
- (f) to assist Eikon Financial in the running of its business; or
- (g) assisting Eikon Financial in formulating financial advice in the best interests of the client.

9.2 Eikon Financial may also collect personal information for the purposes of letting an individual know about products or services that might better serve their needs or other opportunities in which they may be interested. Please refer to Section G for further information.

SECTION D – COLLECTION OF PERSONAL INFORMATION (UNSOLICITED PERSONAL INFORMATION)

10. DEALING WITH UNSOLICITED PERSONAL INFORMATION

10.1 If Eikon Financial:

- (a) receives personal information about an individual; and
- (b) the information is not solicited by Eikon Financial

Eikon Financial must, within a reasonable period after receiving the information, determine whether or not it was permitted to collect the information under Section C above.

10.2 Eikon Financial may use or disclose the personal information for the purposes of making the determination under paragraph 10.1.

10.3 If Eikon Financial:

- (a) determines that it could not have collected the personal information; and
- (b) the information is not contained in a Commonwealth record,

Eikon Financial must as soon as practicable, destroy the information or ensure that the information is de-identified, only if it is lawful and reasonable to do so.

SECTION E – NOTIFICATION OF THE COLLECTION OF PERSONAL INFORMATION

11. NOTIFICATION OF COLLECTION

11.1 This section 11 applies to:

- (a) solicited information; and
- (b) unsolicited information to which section 10 does not apply.

11.2 Eikon Financial must notify the individual of the following matters in the Privacy Statement:

- (a) Eikon Financial's identity and contact details;

- (b) if Eikon Financial collects the personal information from a third party or the individual is not aware that Eikon Financial has collected the personal information, the fact that Eikon Financial so collects, or has collected the information and the circumstances of that collection;
- (c) if the collection of the personal information is required or authorised by or under an Australian law or a Court/Tribunal order, the fact that the collection is so required or authorised (including the details of the law or court);
- (d) the purposes for which Eikon Financial collects the personal information;
- (e) the main consequences (if any) for the individual if the information is not collected by Eikon Financial;
- (f) any other entities to which Eikon Financial usually discloses personal information of the kind collected by Eikon Financial;
- (g) that Eikon Financial's Privacy Statement and this Privacy Policy contains information about how the individual may access the personal information about the individual that is held by Eikon Financial and seek correction of such information;
- (h) that Eikon Financial's Privacy Statement contains information about how the individual may complain about a breach of the Australian Privacy Principles and how Eikon Financial will deal with such a complaint;
- (i) whether Eikon Financial will disclose the personal information to overseas recipients; and
- (j) if Eikon Financial discloses the personal information to overseas recipients – the countries in which such recipients will be located if it is practicable to specify those countries in the notification or to otherwise make the individual aware of them.

SECTION F – USE OR DISCLOSURE OF PERSONAL INFORMATION

12. USE OR DISCLOSURE

- 12.1 Where Eikon Financial holds personal information about an individual that was collected for a particular purpose ("the primary purpose"), Eikon Financial must not use or disclose the information for another purpose ("the secondary purpose") unless:
- (a) the individual has consented to the use or disclosure of the information; or
 - (b) the individual would reasonably expect Eikon Financial to use or disclose the information for the secondary purpose and the secondary purpose is:
 - (i) directly related to the primary purpose (if the information is sensitive information); or
 - (ii) related to the primary purpose (if the information is *not* sensitive information);
 - (c) the use or disclosure of the information is required or authorised by or under an Australian law or a Court/Tribunal order; or
 - (d) a permitted general situation exists in relation to the use or disclosure of the information by Eikon Financial; or

- (e) Eikon Financial reasonably believes that the use or disclosure of the information is reasonably necessary for one or more enforcement related activities conducted by, or on behalf of, an enforcement body.
- 12.2 Where Eikon Financial uses or discloses personal information in accordance with section 12.1(e), Eikon Financial will keep a copy of this disclosure (eg: the email or letter used to do so).
- 12.3 This section 12 does not apply to:
- (a) personal information for the purposes of direct marketing; or
 - (b) government related identifiers.
- 12.4 If Eikon Financial collects personal information from a related body corporate, this section 12 applies as if Eikon Financial's primary purpose for the collection was the primary purpose for which the related body corporate collected the information.

13. WHO DOES Eikon Financial DISCLOSE PERSONAL INFORMATION TO?

- 13.1 Eikon Financial may disclose personal information collected from clients and prospective clients to the following:
- (a) organisations involved in providing, managing or administering Eikon Financial's product or service such as third party suppliers, e.g. printers, posting services, and our advisers;
 - (b) organisations involved in maintaining, reviewing and developing Eikon Financial's business systems, procedures and infrastructure, including testing or upgrading Eikon Financial's computer systems;
 - (c) organisations involved in a corporate re-organisation;
 - (d) organisations involved in the payments system, including financial institutions, merchants and payment organisations;
 - (e) organisations involved in product planning and development;
 - (f) other organisations, who jointly with Eikon Financial's, provide its products or services;
 - (g) authorised representatives who provide Eikon Financial's products or services on its behalf;
 - (h) the individual's representatives, including legal advisers;
 - (i) debt collectors;
 - (j) Eikon Financial's financial advisers, legal advisers or auditors;
 - (k) fraud bureaus or other organisations to identify, investigate or prevent fraud or other misconduct;
 - (l) external dispute resolution schemes; or
 - (m) regulatory bodies, government agencies and law enforcement bodies in any jurisdiction.

SECTION G – DIRECT MARKETING

14. DIRECT MARKETING

14.1 Eikon Financial must not use or disclose the personal information it holds about an individual for the purpose of direct marketing.

15. EXCEPTION – PERSONAL INFORMATION OTHER THAN SENSITIVE INFORMATION

15.1 Eikon Financial may use or disclose personal information (other than sensitive information) about an individual for the purposes of direct marketing if:

- (a) Eikon Financial collected the information from the individual; and the individual would reasonably expect Eikon Financial to use or disclose the information for that purpose; or
- (b) Eikon Financial has collected the information from a third party; and either:
 - (i) Eikon Financial has obtained the individual's consent to the use or disclose the information for the purpose of direct marketing; or
 - (ii) it is impracticable for Eikon Financial to obtain the individual's consent; and
- (c) Eikon Financial provides a simple way for the individual to opt out of receiving direct marketing communications from Eikon Financial;
- (d) in each direct marketing communication with the individual Eikon Financial:
 - (i) includes a prominent statement that the individual may opt out of receiving direct marketing; or
 - (ii) directs the individual's attention to the fact that the individual may opt out of receiving direct marketing; and
- (e) the individual has not made a request to opt out of receiving direct marketing.

16. EXCEPTION – SENSITIVE INFORMATION

16.1 Eikon Financial may use or disclose sensitive information about an individual for the purpose of direct marketing if the individual has consented to the use or disclosure of the information for that purpose.

17. REQUESTS TO STOP DIRECT MARKETING

17.1 Where Eikon Financial uses or discloses personal information about an individual for the purposes of direct marketing by Eikon Financial or facilitating direct marketing by another organisation, the individual may request:

- (a) that Eikon Financial no longer provide them with direct marketing communications;
- (b) that Eikon Financial does not use or disclose the individual's personal information for the purpose of facilitating direct marketing by another organisation;
- (c) that Eikon Financial provides the source of the personal information.

- 17.2 Where Eikon Financial receives a request from an individual under section 17.1, Eikon Financial will:
- (a) give effect to the request under section 17.1(a) or 17.1(b) within a reasonable period after the request is made and free of charge; and
 - (b) notify the individual of the source of the information, if the individual requests it, unless it is impracticable or unreasonable to do so.
- 17.3 This Section G does not apply to the extent that the following laws apply:
- (a) the Do Not Call Register Act 2006;
 - (b) the Spam Act 2003; or
 - (c) any other Act of the Commonwealth of Australia.

SECTION H – CROSS BORDER DISCLOSURE OF PERSONAL INFORMATION

18. DISCLOSING PERSONAL INFORMATION TO CROSS BORDER RECIPIENTS

- 18.1 Where Eikon Financial discloses personal information about an individual to a recipient who is not in Australia and who is not Eikon Financial or the individual, Eikon Financial must ensure that the overseas recipient does not breach the Australian Privacy Principles (with the exception of APP1).
- 18.2 Section 18.1 does not apply where:
- (a) Eikon Financial reasonably believes that:
 - (i) information is subject to a law or binding scheme that has the effect of protecting the information in a way that is at least substantially similar to the way in which the Australian Privacy Principles protect the information; and
 - (ii) there are mechanisms that the individual can access to take action to enforce that protection of the law or binding scheme; or
 - (b) both of the following apply:
 - (i) Eikon Financial has informed the individual that if they consent to the disclosure of information Eikon Financial will not take reasonable steps to ensure the overseas recipient does not breach the Australian Privacy Principles; and
 - (ii) after being so informed, the individual consents to disclosure;
 - (c) the disclosure of the information is required or authorised by or under an Australian law or a Court/Tribunal order; or
 - (d) a permitted general situation (other than the situation referred to in item 4 or 5 of the table in subsection 16A(1) Privacy Act) exists in relation to the disclosure of the information by Eikon Financial.

SECTION I – ADOPTION, USE OR DISCLOSURE OF GOVERNMENT IDENTIFIERS

19. ADOPTION OF GOVERNMENT RELATED IDENTIFIERS

- 19.1 Eikon Financial must not adopt a government related identifier of an individual as its own identifier unless:
- (a) Eikon Financial is required or authorised by or under an Australian law or a Court/Tribunal order to do so; or
 - (b) the identifier, Eikon Financial and the circumstances of the adoption are prescribed by regulations.

20. USE OR DISCLOSURE OF GOVERNMENT RELATED IDENTIFIERS

- 20.1 Before using or disclosing a government related identifier of an individual, Eikon Financial must ensure that such use or disclosure is:
- (a) reasonably necessary for Eikon Financial to verify the identity of the individual for the purposes of the organisation's activities or functions; or
 - (b) reasonably necessary for the organisation to fulfil its obligations to an agency or a State or Territory authority; or
 - (c) required or authorised by or under an Australian law or a Court/Tribunal order; or
 - (d) within a permitted general situation (other than the situation referred to in item 4 or 5 of the table in subsection 16A(1) Privacy Act; or
 - (e) reasonably necessary for one or more enforcement related activities conducted by, or on behalf of, an enforcement body; or
 - (f) the identifier, Eikon Financial and the circumstances of the adoption are prescribed by regulations.

SECTION J – INTEGRITY OF PERSONAL INFORMATION

21. QUALITY OF PERSONAL INFORMATION

- 21.1 Eikon Financial will ensure that the personal information it collects and the personal information it uses or discloses is, having regard to the purpose of the use or disclosure, accurate, up to date, complete and relevant.

22. SECURITY OF PERSONAL INFORMATION

- 22.1 Eikon Financial will ensure that it protects any personal information it holds from misuse, interference, loss, unauthorised access, modification and disclosure.
- 22.2 Eikon Financial will take reasonable steps to destroy or de-identify any personal information it holds where:
- (a) Eikon Financial no longer needs the personal information for any purpose for which the information may be used or disclosed by Eikon Financial;
 - (b) the information is not contained in a Commonwealth record;
 - (c) Eikon Financial is not required to retain that information under an Australian law, or a Court/Tribunal order.

23. STORAGE OF PERSONAL INFORMATION

- 23.1 Eikon Financial stores personal information in different ways, including:
- (a) hard copy on site at Eikon Financial's head office;
 - (b) electronically secure data centres which are located in Australia and owned by either Eikon Financial or external service providers; and
 - (c) Microsoft Sharepoint and Microsoft Dynamics.
- 23.2 In order to ensure Eikon Financial protects any personal information it holds from misuse, interference, loss, unauthorised access, modification and disclosure, Eikon Financial implements the following procedure/system:
- (a) access to information systems is controlled through identity and access management;
 - (b) employees are bound by internal information securities policies and are required to keep information secure;
 - (c) all employees are required to complete training about information security;
 - (d) Eikon Financial regularly monitors and reviews its compliance with internal policies and industry best practice; and
 - (e) Eikon Financial has engaged the services of an external IT company to ensure a high level of online security.

SECTION K – ACCESS TO, AND CORRECTION OF, PERSONAL INFORMATION

24. ACCESS

- 24.1 Eikon Financial must give an individual access to the personal information it holds about the individual if so requested by the individual.
- 24.2 Eikon Financial must respond to any request for access to personal information within a reasonable period after the request is made.
- 24.3 Eikon Financial must give access to the information in the manner requested by the individual, if it is reasonable and practicable to do so and must take such steps as are reasonable in the circumstances to give access in a way that meets the needs of Eikon Financial and the individual.
- 24.4 Eikon Financial must not charge an individual for making a request, and must not impose excessive charges for the individual to access their personal information.

25. EXCEPTIONS

- 25.1 Eikon Financial is not required to give an individual access to their personal information if:
- (a) Eikon Financial reasonably believes that giving access would pose a serious threat to the life, health or safety of any individual, or to public health or public safety; or
 - (b) giving access would have an unreasonable impact on the privacy of other individuals; or
 - (c) the request for access is frivolous or vexatious; or

- (d) the information relates to existing or anticipated legal proceedings between Eikon Financial and the individual, and would not be accessible by the process of discovery in those proceedings; or
- (e) giving access would reveal intentions of Eikon Financial in relation to negotiations with the individual in such a way as to prejudice those negotiations; or
- (f) giving access would be unlawful; or
- (g) denying access is required or authorised by or under an Australian law or a Court/Tribunal order; or
- (h) Eikon Financial has reason that unlawful activity, or misconduct of a serious nature, that relates to our functions or activities has been, or may be engaged in and giving access would be likely to prejudice the taking of appropriate action in relation to the matter; or
- (i) giving access would be likely to prejudice one or more enforcement related activities conducted by, or on behalf of, an enforcement body; or
- (j) giving access would reveal evaluative information generated within Eikon Financial in connection with a commercially sensitive decision-making process.

26. REFUSAL TO GIVE ACCESS

- 26.1 If Eikon Financial refuses to give access in accordance with section 24 or to give access in the manner requested by the individual, Eikon Financial will give the individual a written notice that sets out:
- (a) the reasons for the refusal except to the extent that, having regard to the grounds for the refusal, it would be unreasonable to do so; and
 - (b) the mechanisms available to complain about the refusal; and
 - (c) any other matter prescribed by the regulations.
- 26.2 Where Eikon Financial refuses to give access under section 25.1(j) Eikon Financial may include an explanation of the commercially sensitive decision in its written notice of the reasons for denial.

SECTION L – CORRECTION OF PERSONAL INFORMATION

27. CORRECTION OF INFORMATION

- 27.1 Eikon Financial must take reasonable steps to correct all personal information, having regard to the purpose for which the information is held where:
- (a) Eikon Financial is satisfied the information is inaccurate, out of date, incomplete, irrelevant or misleading; or
 - (b) the individual requests Eikon Financial corrects the information.
- 27.2 Where Eikon Financial corrects personal information about an individual that Eikon Financial previously disclosed to another APP entity and the individual requests Eikon Financial to notify the other APP entity of the correction, Eikon Financial must take reasonable steps to give that notification, unless it is impracticable or unlawful to do so.

28. REFUSAL TO CORRECT INFORMATION

- 28.1 If Eikon Financial refuses to correct personal information as requested by the individual, Eikon Financial will give the individual a written notice that sets out:
- (a) the reasons for the refusal except to the extent that it would be unreasonable to do so; and
 - (b) the mechanisms available to complain about the refusal; and
 - (c) any other matter prescribed by the regulations.

29. REQUEST FROM A CLIENT TO ASSOCIATE A STATEMENT WITH THEIR INFORMATION

- 29.1 If:
- (a) Eikon Financial refuses to correct personal information as requested by the individual; and
 - (b) the individual requests that Eikon Financial associate a statement noting that the information is inaccurate, out of date, incomplete, irrelevant or misleading, with the individual's information,

Eikon Financial must take such steps as are reasonable in the circumstances to associate the statement (as described in section 29.1(b)) with the individual's personal information. The statement should be associated with the information in such a way that will make the statement apparent to users of the information.

30. DEALING WITH REQUESTS

- 30.1 Eikon Financial must:
- (a) respond to requests under this Section L within a reasonable period after the request is made; and
 - (b) must not charge the individual for the making of the request, for correcting the personal information or for associating the statement with the personal information.

SECTION M – MISCELLANEOUS

31. NOTIFIABLE DATA BREACHES SCHEME

- 31.1 Under the *Privacy Amendment (Notifiable Data Breaches) Act 2017* (“**Privacy Amendment Act**”) Eikon Financial is required to notify the Office of the Australian Information Commissioner (“**OAIC**”) in relation to all eligible data breaches.
- 31.2 Eikon Financial must notify the OAIC by lodging a Notifiable Data Breach Form soon as practicable. The Notifiable Data Breach Form is available at the following link: <https://forms.business.gov.au/smartforms/landing.htm?formCode=OAIC-NDB>.
- 31.3 Under the Privacy Amendment Act, Eikon Financial must also promptly inform clients whose personal information has been compromised by the eligible data breach that a breach of their personal information has occurred.
- 31.4 Eikon Financial has also developed a Data Breach Response Plan in accordance with the OAIC's guidelines to ensure the timely notification of all clients affected by any eligible data breach.

32. POLICY BREACHES

- 32.1 Breaches of this Policy may lead to disciplinary action being taken against the relevant party, including dismissal in serious cases and may also result in prosecution under the law where that act is illegal. This may include re-assessment of bonus qualification, termination of employment and/or fines (in accordance with the Privacy Act 1988 (Cth)).
- 32.2 Staff are trained internally on compliance and their regulatory obligation to Eikon Financial. They are encouraged to respond appropriately to, and report all breaches of the law and other incidents of non-compliance, including Eikon Financial's policies, and seek guidance if they are unsure.
- 32.3 Staff must report breaches of this Policy directly to the Compliance Officer.

33. RETENTION OF FORMS

- 33.1 The Compliance Officer will retain the completed forms for seven (7) years in accordance with Eikon Financial's Document Retention Policy. The completed forms are retained for future reference and review.
- 33.2 As part of their training, all staff are made aware of the need to practice thorough and up to date record keeping, not only as a way of meeting Eikon Financial's compliance obligations, but as a way of minimising risk.

34. POLICY REVIEW

- 34.1 Eikon Financial's Privacy Policy will be reviewed on at least an annual basis by the Compliance Officer of Eikon Financial, having regard to the changing circumstances of Eikon Financial. The Compliance Officer will then report to the Directors on compliance with this Policy.

Issued by Eikon Financial Pty Ltd

May 2020