As PEXA builds and implements solutions to answer increasingly significant questions for policy makers, government, commercial players, and the wider community, we follow the guiding principles set out below to ensure we are doing so responsibly, ethically and with society in mind.

Guiding Values

PEXA systems should incorporate "privacy and security by design"

Privacy and security are considered and ensured at every stage of the design and development process with privacy and security controls at the core of our data handling, processing, and analytic platforms.

Our people and systems enable and facilitate accountability and oversight of data usage, handling, storage, and security.

Making insights available

Open access to information enables our customers and the community to make informed decisions. Insights and products have significant positive implications for individuals, communities and policy makers and should be used in ways to provide greater transparency to reduce fraud, improve housing policy decisions and enable beneficial consumer outcomes through partnerships, subscribers, and advocacy work.

Ethical use of data

We utilise and deploy data in a way that carefully preserves and respects individual rights without bias or prejudice, while positively promoting PEXA's values in line with the community's expectations.

We seek to: obey the law; not mislead or deceive; act fairly; provide services that are fit for purpose; deliver services with reasonable care and skill; and when acting for another, act in the best interests of that other.

Role of the EAC

1. To review and provide advice on PEXA's policies, mechanisms and procedures to ethically produce products and solutions for the market and the community.

2. To provide advice on PEXA solutions, including considering new legislative and technology changes that may impact the way PEXA builds and implements solutions.

3. To provide input into regulatory requests to the various state / territory registrars for the ethical use of land information in the development or production of PEXA solutions and research.

In essence, the EAC will:

- Review the way we build products
- Review the products we build
- Review the way we use products
- Review the lessons learned from external audits / reviews or near misses
- Review the way we engage with regulators, governments, and the community more widely

Membership and support

The EAC is comprised of the following members:

- At least three external independent members with extensive data, security, and privacy experience for a one-year renewable term.

- Two representatives from PEXA (excluding the chair)

- EAC meetings chaired by the Group's Chief Data and Analytics Officer (CDAO)

Secretariat support will be provided by the General Manager, Data Regulation.

Meeting Frequency

The EAC meets four times per year, in a face-to-face or virtual format with an information pack provided to members at least 5 business days prior to the meeting.

PEXA Values

We're motivated to 'Innovate for good', we know we're 'Better together' as a team and we believe that collaboration allows us to act with purpose to 'Make it Happen. Make it Count.' Together, we work to connect people to a place where they live, work and belong. Being named one of the best places to work in Australia reflects our culture and our commitment to innovation, customers, and our community.

Better together - We listen and respond to our members and each other's needs. Progress and excellence comes from humility, compassion and respect for one another. We recognise that we reach the best outcomes by working together.

Make it happen, make it count - We act with urgency and purpose, holding ourselves and each other accountable.

Innovate for good - We have a positive impact on our people, members and customers, communities and the environment. We are committed to our Purpose to transform property experiences for everyone. We adapt and respond with agility and creativity.

The Terms of Reference (TOR) for the EAC will be reviewed on a yearly basis.
Next review period: December 2023