

PRIVACY POLICY AND CANDIDATE DECLARATION

AUSTRALIA (EXCL. QLD)

Our Commitment

Allegis Group Australia Pty Limited ABN 81 105 143 324 and our related entities ("**Allegis**", "**we**" or "**us**") are committed to providing you with the highest levels of professional service. This includes protecting your privacy as we understand the importance of privacy of your personal information.

This Privacy Policy sets out how we collect, hold, use and disclose your personal information. By visiting our website, requesting our services, applying for a job with us or otherwise providing us with your personal information, you consent to your personal information being collected, held, used and disclosed as set out in this Privacy Policy.

This Privacy Policy applies to all individuals (including our clients, the individuals whose personal information is collected from clients or other third parties, job applicants and prospective employees) who provide us with their personal information. However, if you are a prospective employee who is ultimately employed by us, this Privacy Policy will no longer apply to any personal information that forms part of your "employee records", as that term is defined in the Australian Privacy Act 1988 (Cth) ("**Act**").

What personal information do we collect?

We collect personal information (including sensitive information, for example your health information) that is necessary for us to provide you with the services you request, manage your requests and improve our business. Such personal information usually includes your name, date of birth, address, email and telephone numbers. In addition, we may collect the following the following personal information:

- **For recruitment purposes:** your previous work history, performance appraisals, qualifications, information about incidents in the workplace, health information, personal history, opinions from referees, information in relation to absences from work due to leave, illness or other causes and our assessment of you as a prospective candidate for recruitment including any psychometric or skills testing.
- **For payroll purposes:** your employment details, Tax File Number, superannuation account details, bank account details and other ancillary information that is required to fulfil contractual, legislative, filing and reporting obligations (including the payment of salary and wages).

How do we collect personal information?

Where possible, we collect your personal information directly from you, for example in person, over the telephone, by email, when you set up an account with us or complete one of our online or hard copy forms or attend a group session at one of

our assessment centres. We may record or listen to telephone calls between you and our consultants in order to improve our services. If you do not wish to have your telephone call recorded or listened to, please indicate this to the Allegis personnel with whom are you speaking. When this occurs, you have the chance either to end the call, or to ask to be transferred to another line where monitoring or recording does not take place (if this is available).

In most situations, we will also obtain your personal information from third parties such as our clients, your referees, educational institutions and current and former employers.

For the provision of payroll services, we collect your personal information from your employer who has contracted Allegis to provide payroll services.

We may also automatically collect certain information when you visit our website, some of which may personally identify you. Such information includes the type of browser you are using, the type of operating system you are using, your IP address and how you use our website.

If you would like to access any of our services on an anonymous basis, please let us know in writing. If this is possible and lawful, we will take reasonable steps to comply with your request. However, if you choose not to provide us with your personal information we may not be able to provide you with the services or assistance you require, including arranging suitable interviews for you.

If you provide us with personal information about another individual, before doing so you:

- must tell that individual that you will be providing their personal information to us and that we will handle their personal information in accordance with this Privacy Policy;
- must provide that individual with a copy of (or refer them to) this Privacy Policy; and
- warrant that you have that individual's consent to provide their personal information to us.

Why do we collect personal information and how do we use it?

We collect your personal information and use it for the purpose for which it was provided to us, other related purposes (and, in the case of sensitive information, directly related purposes) or as permitted or required by law. Such purposes include:

- providing our clients and/or you with our services;

- facilitating placement operations and recruitment opportunities for job applicants, including assessing your application for employment with prospective employers and verifying your information;
- providing you with further information about the recruitment opportunities or services you requested;
- conducting surveys of job applicants in relation to the services we provide;
- providing you with information about Allegis and its activities that are of relevance to you (if you have consented to receive this);
- in the payroll context, fulfilling contractual commitments to provide payroll services for our clients. The information collected from our payroll clients is used solely for the purpose of payroll processing; and
- any other purpose identified at the time of collecting your personal information.

When do we disclose your personal information?

Any personal information you provide to us may be disclosed, if appropriate, to third parties for the purpose of facilitating placement operations, verifying your details, providing payroll services, marketing our services and managing our business. Such third parties may include:

- any of our related entities, affiliates and agents;
- our clients, including your prospective employers and external organisations seeking labour;
- educational institutions and background screening providers to verify your qualifications;
- your referees and current and former employers;
- our third party service providers, contractors and suppliers (such as our IT service providers for hosting databases);
- our professional advisors including our accountants, auditors and lawyers; and
- any other third parties notified to you at the time of collecting your personal information.

It is also possible, though unlikely, that we might be forced to disclose personal information in response to legal process or when we believe in good faith that the law requires it, for example, in response to a court order, subpoena or a law enforcement agency's request.

We will only disclose your sensitive information (for example, health information) for the purposes for which it was initially collected, other directly related purposes or purposes to which you otherwise consent.

Do we send information overseas?

In order to fulfil our contractual obligations, we may send your information to our data processing and storage centres, which may be located outside of Australia (such as in the United States of America, the United Kingdom, Philippines, Malaysia and New Zealand). Your information may be accessed by members of the Allegis Group in APAC. We will take reasonable steps to ensure that the overseas recipient complies with the Act and this Privacy Policy (for example, by

putting in place appropriate contractual arrangements with the recipient to safeguard your privacy).

Accuracy, access to and correction of your personal information

We will take reasonable steps to ensure that the personal information that we hold is accurate, complete and up to date. Please contact us using the contact details below if your details have or are about to change, or if you wish to otherwise update or correct your personal information.

We will, on request, provide you with access to the personal information we hold about you unless otherwise required or permitted by law. If we deny access to information we will set out our reasons for doing so.

If you would like to access your personal information, please make your request in writing addressed to our Privacy Officer using the contact details below and provide proof of your identity. To access your payroll information, you can contact your employing entity's Human Resources department or Privacy Officer.

Security of your information

We will take reasonable steps to secure your personal information that we collect and hold. Electronic information is protected by various security measures and access to information and databases are restricted to authorised personnel that need access to the information in order to perform their duties.

All electronically captured job applicant and client data are passed through a secure site using encryption technology to ensure your personal information is protected if it is sent over the internet.

However, security measures are never completely successful and, despite the measures we have put in place, we cannot guarantee the security of your personal information. It is your responsibility to ensure you protect your personal information (for example, by protecting any usernames and passwords) and should notify us as soon as possible if you become aware of a security breach.

Complaints

If you wish to make a complaint about a breach of this Privacy Policy or the privacy principles under the Act, you can contact us using the contact details below. You will need to provide us with sufficient details regarding your complaint as well as any supporting evidence and/or information.

We will refer your complaint to our Privacy Officer who will investigate the issue within a reasonable time frame, which is usually 30 days but may be longer if the matter is complex. Our Privacy Officer will determine the steps (if any) that we will undertake to resolve your complaint. Such steps may include discussing the options for resolving the complaint with you, notifying relevant employees the subject of a

complaint and seeking their input or escalation to our General Manager.

We will contact you if we require any additional information from you and will notify you in writing of the outcome of our investigation. If you are not satisfied with our determination, you can contact us to discuss your concerns or complaint to the Australian Privacy Commissioner via www.oaic.gov.au.

Notice under the Fair Trading Act 1987 and Regulations

The Fair Trading Act 1987 and Regulations apply in Australia, and require us to provide the following statement to you:

As an employment placement service provider:

- we do not charge job seekers a fee for the purpose of finding that candidate employment
- we do not engage in any misleading or deceptive conduct including activities such as advertising a position as being available when we know no such position exists; and
- we do not knowingly give misleading information to a candidate about the nature of a position.

Any job seeker who believes that we have acted inappropriately in the course of providing employment placement services may contact the Recruitment & Consulting Services Association www.rcsa.com.au for information on possible action that may be taken.

Revisions to this Privacy Policy

We reserve the right to revise this Privacy Policy or any part of it from time to time. Please review this Privacy Policy periodically for changes. If we make material changes to this Privacy Policy, we will notify you by putting a notice on the "Home" page of our website.

Your continued use of our website, products, services or provision of further personal information to us once you have been notified of the revised Privacy Policy constitutes your deemed acceptance of the revised Privacy Policy.

How to contact us

If you would like more information about our privacy practices or have any questions in relation to this Privacy Policy, please contact our Privacy Officer using the contact details shown below:

Address: Allegis Group Australia Pty Ltd, Level 9, 35 Clarence St, Sydney NSW 2000, Australia.
Telephone: (02) 9087 6333
Facsimile: (02) 9087 6300

PRIVACY DECLARATION

I understand that the information I have provided, or will provide, has been or will be collected by Allegis Group Australia Pty Ltd ABN 81 105 143 324 (“**Allegis**”) for the purposes of assessing and facilitating my application for employment with prospective employers. I acknowledge that failure to provide any lawfully requested information may result in my application being unsuccessful.

I declare that the information supplied by me concerning my application(s) for employment is a true and accurate account of my work history and that I have not left out any relevant information with regards to my work history or assessment of my work performance.

I authorise Allegis to communicate either orally or in writing with my previous employers, nominated referees and nominated educational institutions, to verify my personal history and character, employment work history, work performance, work incidents and/or stated qualifications, as Allegis deems necessary for the purposes of collecting personal information about me and subsequently assessing and facilitating my application for employment with prospective employers.

Privacy Policy

I acknowledge that I have read and understood the Privacy Policy of Allegis which explains how Allegis complies with its obligations under the *Privacy Act 1988* (Cth).

Collection of Information from Referees and Disclosure to Prospective Employers

I understand that Allegis will contact the referees and individuals nominated by me, including the referees nominated in my Application Form, in order to verify the information provided by me and to collect additional personal information about me. I understand that the information, including personal and sensitive information, collected by Allegis may be provided to prospective employers, for the purpose of assessing my application for employment.

Diversity

Do you wish to identify as an Australian Aboriginal person or a Torres Strait Islander? Yes. No.

Access to and Correction of my Personal Information

I understand that, subject to any agreed or lawful exceptions, I have a right to access and copy my personal information held by Allegis, by contacting Allegis, and that I have a right to correct any incorrect information held by Allegis about me.

CONSENT

(tick if agreed) *

- I have read and understood this Declaration and the Privacy Policy of Allegis, and I consent to Allegis collecting my personal and sensitive information in accordance with the terms and conditions of this Declaration and the Allegis Privacy Policy.
- I hereby authorise Allegis to disclose that personal information to prospective employers **that are agreed to by me** for the purpose of assessing my application for employment.
- In the event that my application is unsuccessful for my nominated position or positions, I acknowledge and consent to my personal information being retained in my confidential personnel file maintained by Allegis and used to consider my suitability for other positions with prospective employers.
- I have provided details of my personal email address to Allegis. I consent to Allegis contacting me on my email address to provide me with ongoing information regarding career opportunities as they arise, and other information about Allegis and its activities.

Candidate signature

Candidate name

Date