

Consortio Global Privacy Policy

Australia & New Zealand

Consortio's approach to collecting, handling, and protecting personal information across Australia and New Zealand, in line with applicable privacy obligations.

April 2026

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Last Updated: April 2026

1. PURPOSE AND SCOPE

Consortio is committed to protecting the privacy of our clients, contractors, and employees. This policy outlines how we collect, use, disclose, and protect personal information in accordance with:

- The [Privacy Act 1988 \(Cth\)](#) and the [Australian Privacy Principles \(APPs\)](#) and recent amendments under the [Privacy and Other Legislation Amendment Act 2024](#).
- The [Privacy Act 2020 \(NZ\)](#) and the [Information Privacy Principles \(IPPs\)](#).

2. APPLICATION

This policy applies to all individuals whose personal information we handle, including website visitors, clients, and employees.

Note for AU Employees: In Australia, the "Employee Records Exemption" may apply to certain records of current/former employees. However, in New Zealand, no such broad exemption exists; therefore, all NZ employee personal information is handled strictly according to the NZ IPPs.

3. COLLECTION OF PERSONAL INFORMATION

We only collect personal information that is necessary for our business functions, including payroll, background screening, and strategic consulting.

3.1 Direct and Indirect Collection (NZ IPP3A Compliance)

Whenever possible, we collect information directly from you. However, our services often require us to collect information from third parties (Indirect Collection).

- **Sources:** This may include your employer, recruitment agencies, government departments (e.g., NZTA, Australian Taxation Office), credit reporting bodies (e.g., Equifax, Illion), and educational institutions.
- **Notification:** If we collect information about you from a third party, we will take reasonable steps to ensure you are notified of the collection, the source, and the purpose, unless an exception under NZ IPP3A or AU APP 5 applies (e.g., you have already authorized the collection via your employer).

3.2 Types of Information Collected

- **Identity & Contact:** Name, DOB, address history (last 5 years), email, and phone numbers.
- **Government Identifiers:** Passport, Driver's License, TFN (AU), IRD number (NZ), and Visa details.
- **Screening Data:** Criminal record checks, credit history, and academic transcripts.
- **Employment Data:** Professional memberships, résumés, and reference checks.

4. USE AND DISCLOSURE

We use your information to provide workforce solutions, verify identity, and ensure regulatory compliance.

4.1 Cross-Border Disclosures (NZ IPP12 & AU APP 8)

Consortio operates in Australia and New Zealand. Your information may be transferred between these two jurisdictions. If we disclose your information to a recipient in a country outside of AU or NZ (such as a foreign background check provider), we will:

- Ensure the recipient is subject to privacy laws that provide comparable safeguards to the NZ/AU Acts; or
- Enter into a binding data protection agreement with the recipient; or
- Obtain your express informed consent.

5. DATA SECURITY AND RETENTION

We take reasonable steps to protect your data from misuse, loss, or unauthorized access using industry-standard encryption and secure hosting.

- **Retention:** We retain records for as long as required by law (e.g., 7 years for AU Fair Work compliance).
- **Disposal:** When information is no longer needed, we securely destroy or de-identify it in accordance with the NZ Privacy Act 2020 and AU Privacy Act 1988.

6. YOUR RIGHTS: ACCESS AND CORRECTION

You have the right to request access to any personal information we hold about you and to request a correction if you believe it is inaccurate.

- **Requests:**
Please contact our Privacy Officer at hr@consortio.com.au.
- **Response Time:**
We will respond to requests within 20 working days (NZ) or a reasonable timeframe (AU).
- **Refusals:**
If we refuse access or correction, we will provide a written explanation and information on how you can complain.

7. NOTIFIABLE DATA BREACHES

In the event of a data breach that is likely to cause "serious harm" (AU) or "serious harm" (NZ), we will:

1. Notify the **Office of the Australian Information Commissioner (OAIC)** and/or the **NZ Office of the Privacy Commissioner (OPC)**.
2. Notify the affected individuals directly as soon as practicable.

8. COMPLAINTS AND CONTACT

If you have concerns about how we handle your privacy, please contact:

Consortio Privacy Officer

Email: hr@consortio.com.au

Address (AU): 14/59 Goulburn Street, Sydney 2000

Address (NZ): Level 1, 1 Jervois Road, Ponsonby, Auckland 1011

If you are not satisfied with our response, you may contact:

- **Australia:** OAIC (www.oaic.gov.au)
- **New Zealand:** OPC (www.privacy.org.nz)