

MARLANDA ONLINE PRIVACY POLICY

This Privacy Policy sets out Marlanda's commitment to protecting the privacy of personal information provided to us, or otherwise collected by us, offline or online, including through our website and mobile applications. In this Privacy Policy **we, us or our** means Marlanda / Job Source Australia Pty Ltd ABN 73140600228

Personal information

The types of personal information we may collect about you include:

- 1) your name;
- 2) images of you;
- 3) your contact details, including email address, mailing address, street address and/or telephone number;
- 4) your age and/or date of birth;
- 5) your demographic information, such as postcode;
- 6) information you provide to us through customer surveys;
- 7) details of products and services we have provided to you and/or that you have enquired about, and our response to you;
- 8) your browser session and geo-location data, device and network information, statistics on page views and sessions, acquisition sources, search queries and/or browsing behaviour;
- 9) information about your access and use of our Site, including through the use of Internet cookies, your communications with our Site, the type of browser you are using, the type of operating system you are using and the domain name of your Internet service provider;
- 10) additional personal information that you provide to us, directly or indirectly, through your use of our Site, associated applications, associated social media platforms and/or accounts from which you permit us to collect information; and
- 11) any other personal information requested by us and/or provided by you or a third party.

We may collect these types of personal information directly from you or from third parties.

Collection and use of personal information

We may collect, hold, use and disclose personal information for the following purposes:

- 1) to enable you to access and use our Site, associated applications and associated social media platforms;
- 2) to contact and communicate with you;
- 3) for internal record keeping and administrative purposes;
- 4) for analytics, market research and business development, including to operate and improve our Site, associated applications and associated social media platforms;
- 5) to run competitions and/or offer additional benefits to you;
- 6) for advertising and marketing, including to send you promotional information about our products and services and information about third parties that we consider may be of interest to you;
- 7) to comply with our legal obligations and resolve any disputes that we may have; and
- 8) to consider your employment application.

Disclosure of personal information to third parties

We may disclose personal information to:

- 1) third party service providers for the purpose of enabling them to provide their services, including (without limitation) IT service providers, data storage, web-hosting and server providers, debt collectors, maintenance or problem-solving providers, marketing or advertising providers, professional advisors and payment systems operators;
- 2) our employees, contractors and/or related entities;
- 3) our existing or potential agents or business partners;
- 4) sponsors or promoters of any competition we run;
- 5) anyone to whom our business or assets (or any part of them) are, or may (in good faith) be, transferred;
- 6) courts, tribunals and regulatory authorities, in the event you fail to pay for goods or services we have provided to you;
- 7) courts, tribunals, regulatory authorities and law enforcement officers, as required by law, in connection with any actual or prospective legal proceedings, or in order to establish, exercise or defend our legal rights; and
- 8) third parties, including agents or sub-contractors, who assist us in providing information, products, services or direct marketing to you. This may include parties located, or that store data, outside of Australia (including in the Philippines) and;
- 9) third parties to collect and process data, such as [Google Analytics or other relevant businesses]. This may include parties that store data outside of Australia (including in the Philippines).

We may store personal information overseas. Where we disclose your personal information to the third parties listed above, these third parties may also store, transfer or access personal information outside of Australia. Unless we seek and receive your consent to an overseas disclosure of your personal information, we will only disclose your personal information to countries with laws which protect your personal information in a way which is substantially similar to the Australian Privacy Principles and/or we will take such steps as are reasonable in the circumstances to require that overseas recipients protect your personal information in accordance with the Australian Privacy Principles.

How we treat personal information that is also sensitive information

Sensitive information is a subset of personal information that is given a higher level of protection under the Australian Privacy Principles. Sensitive information means information relating to your racial or ethnic origin, political opinions, religion, trade union or other professional associations or memberships, philosophical beliefs, sexual orientation or practices, criminal records, health information or biometric information.

Sensitive information includes:

- 1) an individual's racial or ethnic origin,
- 2) health information,
- 3) political opinions,
- 4) membership of a political association,
- 5) professional or trade association or trade union,
- 6) religious beliefs or affiliations,
- 7) philosophical beliefs,
- 8) sexual orientation or practices,
- 9) criminal record,
- 10) genetic information,
- 11) biometric information that is to be used for certain purposes, and biometric templates.]

We only collect, hold, use and disclose sensitive information for the following purposes:

- 1) any purposes you consent to;
- 2) the primary purpose for which it is collected;

- 3) secondary purposes that are directly related to the primary purpose for which it was collected, including disclosure to the above listed third parties as reasonably necessary to provide our services to you;
- 4) to contact emergency services, or to speak with your family, partner or support person where we reasonably believe there is a serious risk to the life, health or safety of you or another person and it is impracticable for us to obtain your consent; and
- 5) if otherwise required or authorised by law.

Your rights and controlling your personal information

Choice and consent:

Please read this Privacy Policy carefully. By providing personal information to us, you understand we will collect, hold, use and disclose your personal information in accordance with this Privacy Policy. You do not have to provide personal information to us, however, if you do not, it may affect your use of this Site or the products and/or services offered on or through it.

Information from third parties:

If we receive personal information about you from a third party, we will protect it as set out in this Privacy Policy. If you are a third party providing personal information about somebody else, you represent and warrant that you have such person's consent to provide the personal information to us.

Restrict:

You may choose to restrict the collection or use of your personal information. If you have previously agreed to us using your personal information for direct marketing purposes, you may change your mind at any time by contacting us using the details below.

Access:

You may request details of the personal information that we hold about you. An administrative fee may be payable for the provision of such information. In certain circumstances, as set out in the Privacy Act 1988 (Cth), we may refuse to provide you with personal information that we hold about you.

Correction:

If you believe that any information we hold about you is inaccurate, out of date, incomplete, irrelevant or misleading, please contact us using the details below. We will take reasonable steps to correct any information found to be inaccurate, incomplete, misleading or out of date.

Complaints:

If you believe that we have breached the Australian Privacy Principles and wish to make a complaint, please contact us using the details below and provide us with full details of the alleged breach. We will promptly investigate your complaint and respond to you, in writing, setting out the outcome of our investigation and the steps we will take to deal with your complaint.

Unsubscribe:

To unsubscribe from our e-mail database or opt-out of communications (including marketing communications), please contact us using the details below or opt-out using the opt-out facilities provided in the communication.

Storage and security

We are committed to ensuring that the personal information we collect is secure. In order to prevent unauthorised access or disclosure, we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the personal information and protect it from misuse, interference, loss and unauthorised access, modification and disclosure. We cannot guarantee the security of any information that is transmitted to or by us over the Internet. The transmission and exchange of information is carried out at your own risk. Although we take measures to safeguard against unauthorised disclosures of information, we cannot assure you that the personal information we collect will not be disclosed in a manner that is inconsistent with this Privacy Policy.

Cookies and web beacons

We may use cookies on our Site from time to time. Cookies are text files placed in your computer's browser to store your preferences. Cookies, by themselves, do not tell us your email address or other personally identifiable information. However, they do allow third parties, such as Google and Facebook, to cause our advertisements to appear on your social media and online media feeds as part of our retargeting campaigns. If and when you choose to provide our Site with personal information, this information may be linked to the data stored in the cookie. We may use web beacons on our Site from time to time. Web beacons (also known as Clear GIFs) are small pieces of code placed on a web page to monitor the visitor's behaviour and collect data about the visitor's viewing of a web page. For example, web beacons can be used to count the users who visit a web page or to deliver a cookie to the browser of a visitor viewing that page.

Links to third party sites

Our website and/or correspondence may contain links to third party websites. Please note, should you access a third party website through our site or correspondence, we make no representations or warranties in relation to the privacy practices of any third party provider or website, and are not responsible for the privacy policies or content of any third party provider or website. We encourage you to read any third party website privacy policies prior to proceeding.

Website analytics

Our website uses analytics to interpret visitor traffic by means of assessing data to modify and improve the website experience and browsing. While predominantly anonymous, by using our website you acknowledge there are instances where this data may be connected to a user.

Retention of personal information

Personal information will be retained only for necessary periods, unless otherwise required by legislation for compliance. These time periods vary based on nature of retention and requirements.

Further information

Inquiries and complaints

Should you have any queries or complaints regarding how Marlanda handles, processes or manages your personal information, please contact: 1300 001 280 or alternatively, email: admin@marlanda.com.au

Please understand that proof of identity and written confirmation of request may be required prior to us being able to process your request. Please allow up to 7 days for Marlanda to respond to your query or complaint.

Should we be unable to resolve your request to your satisfaction, you have the right to contact the Office of Australian Information Commissioner (at: www.oaic.gov.au/)

Marlanda workers, please contact your manager or the HR Team should you require additional information in relation to this Policy.

Contravening this Policy

Any breach of this Policy may result in disciplinary and/or legal action being taken,

Variation

Marlanda (or its Client where relevant) may unilaterally introduce, vary, remove, or replace this Policy at any time.

Acceptance

Your acknowledgment of this Policy and continued use of this website, endorses that you have received, read, understood, accepted, and are subject to all the terms, conditions, and restrictions of this Policy. This Policy may be amended from time to time at Marlanda's sole discretion. It is the responsibility of the User to ensure they familiarise themselves with future revised versions.