



1. Introduction: Who we are and our legitimate business interest

CAU Pty Ltd trading as ConsultANZ (ABN 37157 817 108) is a recruitment service agency that provide recruitment services to Australasia's main contractors, consultancies and civil engineering specialists. We deliver people management solutions by placing engineering and construction professionals in both permanent and contract/temporary positions.

We are bound by the Australian *Privacy Act 1988* and *Australian Privacy Principles* and therefore manage your personal information within those boundaries.

We only collect information that is reasonably necessary for the proper performance of our activities or functions and do not collect personal information just because we think it could be useful at some future stage if we have no present need for it.

Our legitimate interests in collecting and retaining your personal data are described below:

As a recruitment business and recruitment agency we introduce candidates to clients for permanent employment, temporary worker placements or independent professional contracts. The exchange of personal data of our candidates and our client contacts is a fundamental, essential part of this process.

In order to support our candidates' career aspirations and our clients' resourcing needs we require a database of candidate and client personal data containing historical information as well as current resourcing requirements.

To maintain, expand and develop our business we need to record the personal data of prospective candidates and client contacts.

To deliver our ancillary services we need to contact candidates on a regular basis, through

various routes such as email, phone, job alerts and other relevant notifications.

2. Consent

Should we want or need to rely on consent to lawfully process your data we will request your consent orally, by email or by an online process for the specific activity we require consent for and record your response on our system. Where consent is the lawful basis for our processing you have the right to withdraw your consent to this particular processing at any time.

By following the links in this document, you will be able to find out how we manage your personal information as an APP Entity under the Australian Privacy Principles (APPs).

3. APP Entity

CAU Pty Ltd trading as ConsultANZ (ABN 37157 817 108), hereby referred to as “ConsultANZ”, “we”, “us” or “our” manages personal information, as an APP Entity, under the Australian Privacy Principles (APPs).

4. Information Flow

When we collect your personal information:

- we check that it is reasonably necessary for our functions or activities as a company that provide recruitment services to Australasia’s main contractors, consultancies and civil engineering specialists.
- we check that it is current, complete and accurate. This will sometimes mean that we have to cross check the information that we collect from you with third parties;
- we record and hold your information in our Information Record System. Some information may be disclosed to overseas recipients.
- we retrieve your information when we need to use or disclose it for our functions and activities. At that time, we check that it is current, complete, accurate and relevant. This will sometimes mean that we have to cross check the information that we collect from you with third parties once again - especially if some time has passed since we last checked.
- subject to some exceptions, we permit you to access your personal information in accordance with APP:12 of the (APPs).
- we correct or attach associated statements to your personal information in accordance with APP:13 of the (APPs).
- we destroy or de-identify your personal information when it is no longer needed for any purpose for which it may be used or disclosed provided that it is lawful for us to do so. We do not destroy or de-identify information that is contained in a Commonwealth Record.

5. Kinds of information that we collect and hold

Personal information that we collect and hold is likely to differ depending on whether you are:

- a Candidate
- a Client
- a Referee

Candidates	Clients	Referees
The type of information that we typically collect and hold about Candidates are information that is necessary to assess amenability to work offers and work availability; suitability for placements; or to manage the performance in work obtained through us and includes but is not limited to:	The type of information that we typically collect and hold about Clients are information that is necessary to help us manage the presentation and delivery of our services and includes but may not be limited to:	The type of information that we typically collect and hold about Referees are information that is necessary to help to make determinations about the suitability of one of our Candidates for particular jobs or particular types of work and includes:
<ul style="list-style-type: none"> • Personal information including contact details, bank account, taxation and next of kin details 	<ul style="list-style-type: none"> • Client relationship information including recommendations and advice 	<ul style="list-style-type: none"> • Information about work position in the company, authority to give a reference and preferred contact details
<ul style="list-style-type: none"> • Information about personality, character, skills, work experience, qualifications, career 	<ul style="list-style-type: none"> • Information about company and team structures, roles, position descriptions 	<ul style="list-style-type: none"> • Opinions of the referee regarding the candidate's character, work performance or work environment
<ul style="list-style-type: none"> • Medical and criminal history 	<ul style="list-style-type: none"> • Information about contracting and hiring authorities 	<ul style="list-style-type: none"> • Facts or evidence in support of those opinions, sometimes involving the Referee's own knowledge and experience of

		having worked with the candidate
<ul style="list-style-type: none"> Information about your right to work and ability to undertake specific types of work 	<ul style="list-style-type: none"> Internal policies and procedures 	
<ul style="list-style-type: none"> Aptitude and psychometric tests 	<ul style="list-style-type: none"> Visions, mission statements and values 	
<ul style="list-style-type: none"> Racial or ethnic origin 	<ul style="list-style-type: none"> Workplace performance solutions 	
<ul style="list-style-type: none"> Work performance, or information about incidents in the workplace 		
<ul style="list-style-type: none"> Information submitted and obtained in relation to absences from work due to leave, illness or other causes 		
<ul style="list-style-type: none"> Information obtained to assist in managing client and business relationships 		

6. Purposes of processing and the legal basis for the processing

The purposes for which we collect, hold, use and disclose your personal information are likely to differ depending on whether you are:

- a Candidate
- a Client
- a Referee

The following sections are also relevant to our use and disclosure of your personal

information:

- Our Policy on Direct Marketing
- Overseas Disclosures

Our Policy on Direct Marketing

We give individuals, clients and referees the direct option as to whether or not they wish to receive marketing communications or participate in marketing activity.

Personal information may be used for direct marketing purposes. These communications may be sent through a variety of channels, most common being SMS and email. The content of our direct marketing communications will be in relation to employment opportunities, market information, promotions, and services we believe to be of interest to you.

All electronic marketing communications give recipients the option to unsubscribe. Please contact our Privacy Officer / Data Protection Officer to opt out of any marketing communications.

We comply with the requirements of the anti-spam legislation and do not provide your personal information to other organisations for direct marketing without your consent.

6.1. Information that we collect, hold, use and disclose about Candidates are typically used for:

- work placement operations;
- recruitment functions;
- statistical purposes and statutory compliance requirements;
- Any test or assessment (including medical, aptitude and competency tests) that you might be required to undergo;
- Payment purposes;
- Networking opportunities;
- Staff management;
- Training;
- Insurance purposes;
- Workplace rehabilitation;
- Immigration - verify your work rights status;
- Work health and safety operations including Workers compensation / Accident Compensation Corporation (ACC) claims;
- Legal compliance in relation to some types of information;
- Research, development;
- Identification of your training needs;
- Individual, team and organisational development and improvement;
- Performance appraisals;

- Career guidance or management;
- Workplace rehabilitation;
- Insurance purposes and risk management;
- Potential job prospects and opportunities;
- Direct Marketing via mail, email, social media, and SMS texting campaigns;

6.2. Clients

Personal information that we collect, hold, use and disclose about Clients is typically used for:

- Client and business relationship management;
- Recruitment and placement functions;
- Direct Marketing via mail, email, social media, and SMS texting campaigns;
- Statistical purposes and statutory compliance requirements;
- Networking opportunities;
- Insurance purposes and risk management;
- Career guidance or management;
- Performance appraisals;
- Workplace rehabilitation;
- Work health and safety operation
- Tenders, research, development, business systems and software testing to better assist you whilst providing our services to you;

6.3. For Referees

Personal information that we collect, hold, use and disclose about Referees is typically used for:

- To confirm identity and authority to provide references;
- Candidate suitability assessment;
- Recruitment functions;

7. How your personal information is collected

The means by which we will generally collect your personal information are likely to differ depending on whether you are:

- a Candidate
- a Client
- a Referee

We sometimes collect information from third parties and publicly available sources when it is necessary for a specific purpose such as checking information that you have given us or where you have consented or would reasonably expect us to collect your personal information in this

way.

Sometimes the technology that is used to support communications between us will provide personal information to us - see the section in this policy on Electronic Transactions
See also the section on Photos & Images

7.1. Candidates

Personal information will be collected from you directly when you fill out and submit one of our application forms or any other information in connection with your application to us for work.

Personal information is also collected when:

- You provide us with any additional information about you;
- We receive the results of any competency, aptitude, psychometric or medical tests;
- We receive the results of any eligibility to work checks;
- We receive performance feedback (whether positive or negative);
- We receive the results of inquiries that we might make of your former employers, work colleagues professional associations or registration body;
- We receive or give any reference about you;
- We receive any complaint from or about you in the workplace;
- We receive any information about a workplace incident in which you are involved;
- When provided to us by your friends or work colleagues;
- We receive any information about any insurance investigation, litigation, registration or professional disciplinary matter, criminal matter, inquest or inquiry in which you are involved;
- Electronically through our telecommunications and technology systems – see the section in this policy on Electronic Transactions
- When registering your CV with us through our website
- We may also collect personal information about you from a range of publicly available sources including newspapers, journals, directories, the Internet and social media sites.
- When we collect personal information about you from publicly available sources for inclusion in our records we will manage the information in accordance with the APPs and our Privacy Policy.

7.2. Clients

Personal information about you may be collected:

- when you provide it to us for business or business related social purposes;
- When provided to us by your friends or work colleagues;

Electronically through our telecommunications and technology systems – see the section in this policy on Electronic Transactions

We may also collect personal information about you from a range of publicly available sources including newspapers, journals, directories, the Internet and social media sites. When we collect personal information about you from publicly available sources for inclusion in our records we will manage the information in accordance with the APPs and our Privacy Policy.

7.3. Referees

Personal information about you may be collected when you provide it to us:

- In the course of our checking Candidate references with you and when we are checking information that we obtain from you about Candidates;
- A Candidate provides it to us;
- You provide it to us in the course of our checking Candidate references with you;
- When we are checking information that we obtain from you about Candidates;

For business or business related social purposes:

Electronically through our telecommunications and technology systems – see the section in this policy on Electronic Transactions

We may also collect personal information about you from a range of publicly available sources including newspapers, journals, directories, the Internet and social media sites. When we collect personal information about you from publicly available sources for inclusion in our records we will manage the information in accordance with the APPs and our Privacy Policy.

8. Photos & Images

We will not request that you supply photographs, scan photo ID, or capture and retain video image data of you in cases where simply sighting photographs or proof of identity documents would be sufficient in the circumstances.

At times video surveillance which operates in or near our premises may capture images of you. You should also read the section about Electronic Transactions because sometimes your communications with us may attach profile images of yourself that you have uploaded to the Internet.

9. Electronic Transactions

Sometimes, we collect personal information that individuals choose to give us via online forms or by email, for example when individuals:

- ask to be on an email list such as a job notification list;
- register as a site user to access facilities on our site such as a job notification board;
- make a written online enquiry or email us through our website;

- submit a resume by email or through our website;

It is important that you understand that there are risks associated with use of the Internet and you should take all appropriate steps to protect your personal information. It might help you to look at the OAIC's resource on [Internet Communications and other Technologies](#)

This section explains how we handle personal information collected from our website www.consultanz.com.au and by other technology in the course of electronic transactions. It is important that you understand that there are risks associated with use of the Internet and you should take all appropriate steps to protect your personal information.

You can contact us by land line telephone or post if you have concerns about making contact via the Internet.

See also the following topics:

- Social networks and web searches
- Browsing
- Cookies
- Web bugs
- Cloud computing services
- Uploading photographs
- Emails
- Call and message logs
- Teleconferences and video conferences
- Database
- Mobile access
- Paperless office
- Social networks and web searches

In order to assess your suitability for positions and to assist you to find work, we will need to collect, use and disclose personal information about you. It is common practice for us to conduct background checks and research via social network media sites frequented by candidates. We also use search engines by entering your name and relevant identifying details. We will only search sites that are available in the public domain.

9.1. Browsing

When an individual looks at our website, our internet service providers make records of the visit and logs (in server logs) the following information for statistical purposes:

- the individual's server address
- the individual's top level domain name (for example .com, .gov, .org, .au, .co, .nz, etc)

- the pages the individual accessed and documents downloaded
- the previous site the individual visited and
- the type of browser being used and other information as specified in the providers terms and conditions.

ConsultANZ does not identify users or their browsing activities except, in the event of an investigation, where a law enforcement agency may exercise a warrant to inspect the internet service provider's server logs.

We do not accept responsibility for the privacy policy of any other site to which our site has a hyperlink, and it is advisable to look at the privacy policy of other sites before disclosing personal information.

Our website also contains links to other websites and if you click these links you will be leaving our website. We do not warrant the accuracy of any information on an outside website.

9.2. Cookies

Cookies are uniquely numbered identification numbers like tags which are placed on your browser. By themselves cookies do not identify you personally, but they may link back to a database record about you. If you register on our site we may link your cookie back to your personal information details. Our website uses cookies to monitor usage, to enable user registrations, employment enquiries, and to create a personal record of when you visit our website and what pages you view.

You may choose to delete the cookies on your browser and change the settings on your web browser program to disable cookies altogether. Our website also uses session cookies during a job search query on the website and when an individual accesses their profile. Our internet service provider does not employ cookies on our website except in those circumstances. The website statistics for this site are generated from the server logs as outlined above. When an individual closes their browser the session cookie set by our website is destroyed and no personal information is maintained at ConsultANZ which might identify an individual should they visit our website at a later date.

9.3. Cloud computing services

In cases where we use cloud computing services we will take reasonable steps to ensure that:

- Disclosure of your personal information to the cloud service provider is consistent with our disclosure obligations under the Australian Privacy Principles s. This may include ensuring that we have obtained your consent, or that the disclosure is for purposes within your reasonable expectations.

- Disclosure is consistent with any other legal obligations, such as the restrictions on the disclosure of tax file number information or the disclosure by private employment agencies of jobseeker details;
- Our cloud computing services provider's terms of service recognise that we are bound by obligations to protect the privacy of your personal information and that they will not do anything that would cause us to breach those obligations.

9.4. Uploading photographs

We do not upload photographs of any individuals who have not given consent to the display of their photograph.

9.5. Communication

Our technology systems log emails received and sent and may include read and receipt notifications to enable tracking. When your email address is received by us because you send us a message or apply for a role, the email address and/or your mobile number will only be used for the purpose for which you have provided. By accepting these terms, you are agreeing that ConsultANZ can contact you in the future for job related communications whether it be by phone, txt, or email. If you no longer wish to receive these communications, please contact ConsultANZ on info@consultanz.com.au and add Unsubscribe in the Subject line of the email so we can alter the system.

9.6. Call and message logs

Our telephone technology (PABX systems and mobile phones) log telephone calls and messages received and sent and enables call number display. When your call number is received by us because you phone us or send us a message, the number will only be used or disclosed for the purpose for which you have provided it and it will not be added to a phone list or used or disclosed for any other purpose without your consent other than as may be permitted or required by law.

9.7. Teleconferences and video conferences

Teleconferences and video conferences may be recorded with your consent. In cases where it is proposed that they be recorded, we will tell you first the purpose for which they are to be used and retained. Database We use recruiting software and databases to log and record recruitment operations. Mobile access ConsultANZ employees and contractors may be provided with mobile phones/smart phones as part of their daily business. These are locked down by PIN and SIM PIN. Employees and contractors may also be given secured remote connection to our

dedicated terminal servers which are all protected by antivirus, firewalls, server password security and encryption.

10. Paperless office

Recognising the environmental advantages and efficiencies it provides, we operate a partially paperless office as a result of which your paper-based communications with us may be digitised and retained in digital format, the paper-based communications may be confidentially retained, archived or destroyed as required. It is therefore important that, except where specifically requested, you do not send us originals of any paper-based document and that you retain copies for your own records. Where we do request original paper based documents, we will return them to you once they are no longer required by us for the purpose for which they may be used or disclosed.

You can contact us by land line telephone or post if you have concerns about making contact via the Internet.

11. How your personal information is held

Personal information is held in our Information Record System until it is no longer needed for any purpose for which it may be used or disclosed at which time it will be de-identified or destroyed provided that it is lawful for us to do so.

We take a range of measures to protect your personal information from:

- misuse, interference and loss; and
- unauthorised access, modification or disclosure.
- Our Information Record System

All confidential digital and paper copies are archived in a secured facility. Any data and communications stored in the cloud are encrypted and secured by 128-bit encryption keys and password protected, and two-layer authentication process is utilized where possible.

11.1. Information Security

We protect information by taking a number of steps and strategies in the following areas

- Governance
- ICT security
- Data breach - OAIC's Data breach notification guide www.oaic.gov.au will be followed
- Physical security
- Personnel security and training
- Workplace policies

- Risk assessments, policies and procedures in place for the information life cycle
- Australian and industry/sector standards
- Monitoring and review

11.2. Disclosures

We may disclose your personal information for any of the purposes for which it is primarily held or for a lawful related purpose.

We may disclose your personal information where we are under a legal duty to do so.

Disclosure will usually be:

- internally and to our related entities
- to our Clients
- to Referees for suitability and screening purposes
- Third parties.

Related Purpose Disclosures

We outsource a number of services to contracted service suppliers (CSPs) from time to time. Our CSPs may see some of your personal information. Typically our CSPs would include:

- Software solutions providers;
- I.T. contractors and database designers and Internet service suppliers;
- Legal and other professional advisors;
- Insurance brokers, loss assessors and underwriters;
- Superannuation fund managers;
- Background checking and screening agents;

We take reasonable steps to ensure that terms of service with our CSPs recognise that we are bound by obligations to protect the privacy of your personal information and that they will not do anything that would cause us to breach those obligations.

11.3. Cross-Border Disclosures

Some of your personal information is likely to be disclosed to overseas recipients. We cannot guarantee that any recipient of your personal information will protect it to the standard to which it ought to be protected. The costs and difficulties of enforcement of privacy rights in foreign jurisdictions and the impracticability of attempting to enforce such rights in some jurisdictions will mean that in some instances, we will need to seek your consent to disclosure.

11.4. Third parties

Selected third parties including:

- Clients for the purpose of introducing candidates to them;
- Candidates for the purpose of arranging interviews and engagements;
- Clients, business partners, suppliers and sub-contractors for the performance and compliance obligations of any contract we enter into with them or you;
- Subcontractors including email marketing specialists, event organisers, payment and other financial service providers
- Advertisers and advertising networks that require the data to select and serve relevant adverts to you and others. We do not disclose information about identifiable individuals to our advertisers, but we will provide them with aggregate information about our users (for example, we may inform them that 500 men aged under 30 have clicked on their advertisement on any given day). We may also use such aggregate information to help advertisers reach the kind of audience they want to target (for example, women in EH1). We may make use of the personal data we have collected from you to enable us to comply with our advertisers' wishes by displaying their advertisement to that target audience.
- Analytics and search engine providers that assist us in the improvement and optimisation of our site;
- Credit reference agencies, our insurance broker, compliance partners and other sub-contractors for the purpose of assessing your suitability for a role where this is a condition of us entering into a contract with you.

11.5. We will disclose your personal information to third parties:

In the event that we sell or buy any business or assets, in which case we will disclose your personal data to the prospective seller or buyer of such business or assets.

If ConsultANZ or substantially all of its assets are acquired by a third party, in which case personal data held by it about its customers will be one of the transferred assets.

If we are under a duty to disclose or share your personal data in order to comply with any legal obligation, or in order to enforce or apply our terms of use or terms and conditions of supply of services and other agreements; or to protect the rights, property, or safety of Be-IT Resourcing our customers, or others. This includes exchanging information with other companies and organisations for the purposes of fraud protection and credit risk reduction. If you need more information on our website terms of use or services please use info@consultanz.com.au

The lawful basis for the third-party processing will include:

- Their own legitimate business interests in processing your personal data, in most cases to fulfill their internal resourcing needs;

- Satisfaction of their contractual obligations to us as our data processor;
- For the purpose of a contract in place or in contemplation;
- To fulfil their legal obligations.

12. Data retention

12.1. How Long Will We Use Your Information For

We will only retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements. By law we have to keep basic information about our customers (including Contact, Identity, Financial and Transaction Data) for six years after they cease being customers for tax purposes. In some circumstances we may anonymise your personal information so that it can no longer be associated with you, in which case we may use such information without further notice to you. We will retain and securely destroy your personal information in accordance with applicable laws and regulations

13. Rights of Access, Correction, Erasure and Restriction

You have the right to ask us not to process your personal data for marketing purposes. We will usually inform you (before collecting your data) if we intend to use your data for such purposes or if we intend to disclose your information to any third party for such purposes and we will collect express consent from you if legally required prior to using your personal data for marketing purposes.

You can exercise your right to accept or prevent such processing by checking certain boxes on the forms we use to collect your data. You can also exercise the right at any time by contacting us at Suite 4, 20 Flanders Street, Salisbury, 4107

13.1. The GDPR provides you with the following rights:

- **Request correction of the personal information that we hold about you.** This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure of your personal information.** This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing of your personal information** where we are relying on a

legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.

- **Request the restriction of processing of your personal information.** This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer of your personal information** to another party in certain formats, if practicable.

Make a complaint to a supervisory body which in the United Kingdom is the Information Commissioner's Office. The ICO can be contacted through this link: <https://ico.org.uk/concerns/>

14. Right to withdraw consent

In the limited circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, please contact our Data Protection Office in writing (see contact details below). Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate basis for doing so in law

15. Complaints

You have a right to complain about our handling of your personal information if you believe that we have interfered with your privacy.

For more information see our Complaints Procedure

15.1. Complaints procedure

If you are making a complaint about our handling of your personal information, it should first be made to us in writing.

You can make complaints about our handling of your personal information to our Privacy Coordinator / Data Protection Officer, whose contact details

P O Box 3188
Tarragindi
4121

You can also make complaints to the Office of the Australian Information Commissioner

Complaints may also be made to RCSA, the industry association of which we are a member.

15.2. When we receive your complaint:

We will take steps to confirm the authenticity of the complaint and the contact details provided to us to ensure that we are responding to you or to a person whom you have authorised to receive information about your complaint;

Upon confirmation we will write to you to acknowledge receipt and to confirm that we are handling your complaint in accordance with our policy.

We may ask for clarification of certain aspects of the complaint and for further detail;

We will consider the complaint and may make inquiries of people who can assist us to establish what has happened and why;

We will require a reasonable time (usually 30 days) to respond;

If the complaint can be resolved by procedures for access and correction we will suggest these to you as possible solutions;

If we believe that your complaint may be capable of some other solution we will suggest that solution to you, on a confidential and without prejudice basis in our response;

If the complaint cannot be resolved by means that we propose in our response, we will suggest that you take your complaint to any recognised external dispute resolution scheme to which we belong or to the Office of the Australian Information Commissioner

16. Disclaimer and Exclusion of Liability

Information provided on this web site "Site" by ConsultANZ, is intended for reference only. The information contained herein is designed solely to provide guidance to the user and is not intended to be a substitute for the user seeking personalized professional advice based on specific factual situations.

This Site may contain references to certain laws and regulations which may change over time and should be interpreted only in light of particular circumstances. As such, information on this Site does NOT constitute professional migration or legal advice and should not be interpreted as

such.

The user accepts the information as is and assumes all responsibility for the use of such information.

ConsultANZ does not warrant that this Site, various services provided through this Site, and any information, software or other material downloaded from this Site, will be uninterrupted, error-free, omission-free or free of viruses or other harmful components.

ConsultANZ has made reasonable efforts to ensure that this website and its content:

- contain current, accurate and complete information;
- function correctly;
- are available to and accessible by you and that access is uninterrupted;
- are provided through a secure website;
- are free of errors, defects, viruses, malware or other harmful components; and
- do not infringe the rights of any third party.

However, to the maximum extent permitted by law, ConsultANZ does not (expressly or impliedly) warrant any of the above.

To the maximum extent permitted by law, ConsultANZ excludes and disclaims:

- all representations, guarantees and warranties of any kind (express or implied) in relation to this website and the content and information provided on or through this website including, without limitation, the merchantability, suitability, satisfactory quality, fitness for purpose, freedom from computer virus or malware, security, availability of and the accuracy or completeness of information on this website, and non-infringement of the rights of any third party;
- all liability for any loss (direct, indirect or consequential), damage or expense incurred or suffered by you in connection with the direct or indirect use of, or inability to use, this website or its content or from the corruption or loss of any data, inaccurate data entry or the interception or 'hacking' of data by unauthorised third parties.

17. Changes to the Privacy Policy

This version was last updated on 05th May 2021 and historic versions can be obtained by contacting us. We reserve the right to update this privacy notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information



If you have any questions about this privacy policy, please contact us at info@consultanz.com.au

CAU Pty Ltd trading as ConsultANZ

W: www.consultanz.com.au

E: info@consultanz.com.au

Suite 4, 20 Flanders Street
Salisbury, QLD, 4107

