



Excellence in Pre-Fabricated Solutions
for Mission Critical Facilities.

Privacy Policy.

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1. Overview

- (a) This Privacy Policy applies to Parratech Group Pty Ltd ACN 634 192 920, and Parratech Group NZ Pty Limited (New Zealand company number 8516068) (each a Parratech Entity and together, we, our, us).
- (b) We are committed to protecting the privacy of personal information in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs). In relation to personal information we handle in New Zealand, we are subject to the Privacy Act 2020 (NZ) and the Information Privacy Principles.
- (c) This Privacy Policy explains how we collect, use, store, and disclose personal information in connection with our business operations in the manufacturing and construction industry.
- (d) By interacting with us, you acknowledge that we will handle your personal information in accordance with this Privacy Policy.

2. What personal information we collect

2.1 General

We collect personal information reasonably necessary for our business activities, including:

- (a) customers, suppliers, and project partners: name, job title, employer, contact details, payment information, contractual information, CCTV;
- (b) job applicants, employees, and contractors: contact details, DOB, work history, work rights or visa details, licences, medical / fitness information (where lawful), bank and superannuation details, background checks; and
- (c) website users and visitors: IP address, browser type, analytics, cookies, enquiry form data.

2.2 Industry-specific information

In connection with our manufacturing and construction activities, we may also collect:

- (a) proof of identity for site access (e.g. driver licence, white card, high-risk work licence);
- (b) training, qualifications, and safety certifications;
- (c) health and safety records, incident reports, and fit-for-work assessments (where lawful);
- (d) access logs for secure facilities, including time-in / time-out data;
- (e) information relating to technical drawings, approvals, inspections, and project documentation that identifies individual engineers, technicians, or installers.

2.3 CCTV and access control

We operate CCTV cameras, access-control systems, and visitor management systems at our facilities and worksites. These systems may capture images, video, audio, licence plate information, and access-log metadata.

3. How we collect personal information

- (a) We may collect personal information via direct interactions, recruitment platforms, contractual dealings, site access logs, third parties, publicly available sources, or CCTV and access-control systems used at our manufacturing facilities, warehouses, and project sites.
- (b) We may also receive personal information from customers, facility owners, and principal contractors who require us to collect or verify certain information about our workers for safety, induction, and site-access purposes.

4. Whether providing personal information is compulsory or voluntary

- (a) The provision of personal information is generally voluntary. However, in some circumstances, we require personal information to comply with legal obligations or to manage employment and workplace arrangements.
- (b) For employees and contractors, certain personal information is required, including information necessary to enter into and administer an employment or contractor relationship; pay remuneration and benefits; verify identity and work rights; meet workplace health and safety obligations; and comply with tax, superannuation, immigration, and employment laws.
- (c) If required personal information is not provided, we may be unable to employ or engage you; pay you correctly or at all; grant site or system access; comply with legal or safety obligations; or continue the employment or engagement

5. Purposes for which we use personal information

We collect, hold, and use personal information for:

- (a) business operations and project delivery: including manufacturing, construction, engineering services, project management, supply-chain coordination, client engagement, quality assurance, asset management, logistics, site access control, and administration of commercial arrangements;
- (b) HR and workforce management: including recruitment, onboarding, verifying work rights, conducting visa checks and re-checks, payroll, training and competency management, performance management, workforce planning, engagement of contractors and consultants, internal communications, and managing employment-related obligations;
- (c) legal, regulatory, and compliance purposes: including complying with applicable laws, contracts, codes of practice, court or tribunal processes, regulatory reporting, audits, investigations, insurance requirements, and risk management;
- (d) communications and marketing: including responding to enquiries, providing information about our services, relationship management, and marketing communications where permitted by law. Individuals may opt out of receiving marketing communications at any time; and

- (e) workplace health and safety, and site security: including risk assessments, safety inductions, incident and hazard reporting, injury management, emergency response, dangerous-goods compliance, contractor and visitor management, and meeting legal obligations in high-risk construction and manufacturing environments; and
- (f) related internal business purposes: where reasonably necessary for the above activities and reasonably expected by individuals.

6. Disclosure of personal information

- (a) We may disclose personal information to:
 - (i) customers, suppliers, subcontractors, and project partners;
 - (ii) employees, directors, advisors, and insurers;
 - (iii) cloud hosting providers and IT vendors;
 - (iv) recruitment and background-checking services;
 - (v) regulators and law enforcement (where required); or
 - (vi) a third party potential buyer of us or substantially all of our assets.
- (b) We may also disclose personal information to customers and facility operators where required for site access, security clearance, onboarding, or compliance with their safety and security protocols.
- (c) We do not sell personal information.

7. Intra-group Disclosures

We may disclose personal information to Parratech Construction Pty Ltd ACN 634 192 297, other Parratech Entities, and other related bodies corporate for internal purposes such as corporate governance, finance, legal, risk management, business administration, human resources management, and compliance.

8. Overseas Disclosure

- (a) We may store or transfer personal information overseas, including New Zealand, the US, Europe, and the Asia-Pacific region.
- (b) Where we disclose your personal information to third parties overseas, we will take reasonable steps to ensure that data security and appropriate privacy practices are maintained. We will only disclose to overseas third parties if:
 - (i) you have given us your consent to disclose personal information to that third party; or
 - (ii) we reasonably believe that:
 - (A) the overseas recipient is subject to a law or binding scheme that is, overall, substantially similar to the APPs; and
 - (B) the law or binding scheme can be enforced; or

- (iii) the disclosure is required or authorised by an Australian law or court or tribunal order.

9. Data Security

- (a) We will use appropriate controls to ensure that all personal information collected is kept secure from misuse, interference, and loss, and from unauthorised access, modification, or disclosure.
- (b) We take reasonable steps to protect personal information using secure servers, access controls, encryption, confidentiality obligations, and cyber security measures.
- (c) We comply with the Notifiable Data Breaches scheme.

10. Retention of Personal Information

- (a) We will not keep your personal information for longer than we need to.
- (b) In most cases, this means that we will only retain your personal information for the duration of your relationship with us unless we are required to retain your personal information to comply with applicable laws, for example record-keeping obligations.
- (c) We may be required to retain certain records for extended periods to comply with building, engineering, workplace safety, dangerous goods, or environmental regulations, or to maintain traceability for manufactured components.
- (d) When we no longer need your personal information, we will take such steps as are reasonable in the circumstances to destroy the information or to ensure that the information is de-identified.

11. Anonymity

- (a) Where lawful and practicable, individuals may interact with us anonymously or using a pseudonym, including by making enquiries or requesting information without identifying themselves.
- (b) However, we may need to identify an individual in circumstances where it is impracticable for us to deal with them anonymously, or where we are required or authorised by law to collect personal information.
- (c) In operational, construction, or manufacturing environments, including at controlled or high-risk worksites, anonymity may not be practicable due to health, safety, security, or regulatory requirements.

12. Access and Correction

- (a) You may request access or correction of your personal information by contacting us.
- (b) We may refuse access in limited circumstances permitted by law. Where no such circumstances exist, we will give you access to your personal information that we hold, within a reasonable period following your request.

- (c) To exercise those rights, please contact us using the details in the Complaints and Enquiries section of this Policy.

13. Website, Cookies and Analytics

- (a) We may use cookies, tracking technologies, and analytics tools to improve website functionality and understand usage.
- (b) For users located in the EU / EEA, we will only set non-essential cookies (such as analytics or advertising cookies) where you have provided GDPR-compliant consent.
- (c) You may withdraw your consent at any time by adjusting your browser or cookie settings.

14. EU / EEA Privacy Notice (GDPR)

14.1 Application and lawful bases

- (a) While our intended market is not customers who are located in the European Union (EU) or European Economic Area (EEA), this section applies to any individuals in those areas whose personal data we may have cause to process.
- (b) We process your personal data on one or more of the following lawful bases: consent; performance of a contract; compliance with legal obligations; or our legitimate interests, provided they are not overridden by your rights.

14.2 Your GDPR rights

You have have the following rights (subject to conditions in the GDPR):

- (a) right of access: to obtain a copy of your personal data;
- (b) right to rectification: to correct incomplete or inaccurate data;
- (c) right to erasure: to request deletion of your personal data;
- (d) right to restrict processing: to limit how we use your data;
- (e) right to data portability: to receive your data in a usable electronic format;
- (f) right to object: including to direct marketing or processing based on legitimate interests;
- (g) right to withdraw consent: where processing is based on consent.

14.3 Cookies and tracking

We will only set non-essential cookies for EU / EEA users where you have provided consent. You may withdraw your consent at any time.

14.4 International transfers

When transferring EU / EEA personal data outside the EU / EEA (including to Australia), we rely on appropriate safeguards such as Standard Contractual Clauses approved by the European Commission.

14.5 Security and data breaches

We maintain appropriate security measures. Where required under the GDPR, we will notify data protection authorities within 72 hours of becoming aware of a qualifying personal data breach and notifying the affected individual where required.

15. Complaints and Enquiries

- (a) If you have any questions, concerns, or complaints about our use of your personal information, please contact us via:

Email: human.resources@parratech.com.au

Postal address: Attention: Privacy Officer

Suite 3.02b Level 3, 6 Parkview Drive

Sydney Olympic Park NSW 2127

- (b) We will acknowledge your complaint within a reasonable time and aim to respond within 30 days.
- (c) If unsatisfied with our response, you may contact the:
- (i) Office of the Australian Information Commissioner (OAIC), where the complaint relates to personal information handled in Australia; or
 - (ii) Office of the Privacy Commissioner (New Zealand), where the complaint relates to personal information handled in New Zealand.

16. Changes to this Privacy Policy

We may update this Privacy Policy periodically. The latest version is available on our website.

Approved by



Jason Fooks

Managing Director

Revision	Date	Last reviewed
A	22 May 2026	22 May 2026