

# Recruitment Privacy Statement

## Australia and New Zealand

<b>Date</b>	31 March 2026
<b>Version number</b>	V1 (new)
<b>Drafted by</b>	CFO
<b>For</b>	External use
<b>Purpose</b>	Recruitment information data collection process and privacy

### 1. General

- 1.1. This Privacy Statement is applicable where you apply for a position with Landpower Group Limited (trading as CLAAS Harvest Centre), or its related entities and subsidiaries (**Landpower Group**) through the Landpower Group websites (www.claasharvestcentre.co.nz; www.claasharvestcentre.com) (**Website**), or where Landpower Group tells you that your application will be subject to this Privacy Statement. This Privacy Statement is prepared in accordance with the New Zealand *Privacy Act 2020* (NZ), including the Information Privacy Principles (**IPPs**) (**New Zealand Privacy Act**) and the Australian *Privacy Act 1988* (Cth), including the Australian Privacy Principles (**APPs**) (**Australian Privacy Act**), (collectively, the **Privacy Acts**) and is subject to:
- (a) The relevant exceptions set out in the Privacy Acts; and
  - (b) Any other enactment or rule of law that may override the provisions of the Privacy Acts.
- 1.2. Personal information<sup>1</sup> collected by Landpower Group is held by Landpower Group. Landpower Group's addresses for each of New Zealand and Australia can be found on the relevant Website.
- 1.3. By applying for a position on the Website, or submitting an application that Landpower Group has told you is subject to this Privacy Statement, you consent to the collection, use, disclosure, and storage of your personal information by Landpower Group in accordance with this Privacy Statement.
- 1.4. If you are offered and accept employment with Landpower Group, the collection, use, disclosure and storage of your personal information shall cease to be governed by this Privacy Statement and instead will be governed by our Privacy Policy, which may be amended from time to time by Landpower Group, and which is available [here](#).

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<sup>1</sup> As defined in the relevant Privacy Acts.

## 2. Collection of Personal Information

2.1 Types of Information: As part of the recruitment process Landpower Group may collect, the following personal information: personal contact details (your name, email address, mailing address and phone number), demographic information (date of birth and gender), your entitlement to work in New Zealand and/or Australia (as appropriate), emergency contact information and next-of-kin details, information relating to your most recent employment role, your cover letter and resume (including employment and education history), medical, criminal, financial (such as credit history, if this is relevant to the role you are applying for) and/or employment history information (including verbal and/or written references, which may be considered evaluative material), licence records, psychometric test results, and information provided to you during your interview(s) with Landpower Group. Landpower Group also collects all information on the Employment Application Form required to be completed by you as part of your application.

If the role that you have applied for is subject to particular fitness and other suitability requirements, we will let you know. In these instances, our further collection of health and medical information from you and about you may be required (eg, medical clearance, fitness for work assessments, etc).

2.2 Purpose of Collection: The purpose for which Landpower Group collects your personal information is to assess your application for a position with Landpower Group, including your suitability for the role and for health and safety purposes, or for any other purpose made known to you when collecting your personal information. At its sole discretion, Landpower Group may also use your personal information to assess your suitability for any other vacancies in the organisation. If you are offered and accept employment with Landpower Group your personal information is also held for the purposes set out in our Privacy Policy. Landpower Group may also use your personal information for any other purpose permitted by the Privacy Acts or any other applicable law.

2.3 Source and Collection:

(a) Any information about you will be collected either directly from you, from third parties that are involved in your recruitment process (such as a recruitment agency, a background check provider, a psychometric assessor, a medical professional, or your referees), from public forums such as Internet sites and as social media, or as otherwise authorised by you.

(b) While providing personal information is voluntary, if the requested personal information is not provided, Landpower Group will need to assess your application based only on the information it has been able to collect and therefore may not be able to continue the recruitment process with you or may decline your application.

2.4 Manner of Collection: Landpower Group will collect your personal information in a manner that is lawful, fair, and that does not intrude to an unreasonable extent upon your personal affairs.

### 3. Storage and Security and Management of Information

- 3.1 In accordance with the Privacy Acts, Landpower Group have put in place appropriate security measures to protect your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, Landpower Group limits access to your personal information to those staff members, agents, contractors and other third parties who have a business need to know. They will only process your personal information on our instructions, and they are subject to a duty of confidentiality.
- 3.2 Landpower Group has also put in place procedures to deal with any suspected data security breach and will notify you (and, if necessary, the relevant Privacy Commissioner of New Zealand and/or Australia) of a suspected breach where it is legally required to do so.
- 3.3 In managing your personal information, Landpower Group may transfer your personal information to third parties to perform services on behalf of Landpower Group, to process the information for Landpower Group, or hold it on behalf of Landpower Group. These third parties comprise cloud vendors, security specialists and other technology service providers and may be offshore. However, in no event will Landpower Group authorise them to use such personal information for their own purposes. Landpower Group remains responsible for the protection of your personal information that is processed or held by such third parties on behalf of Landpower Group.
- 3.4 If you are not successful in your application for a position Landpower Group will only hold your personal information for as long as needed to fulfil the purposes Landpower Group collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. If you are successful in your application, your personal information will be held for the period of time stated in the Privacy Policy. Where Landpower Group no longer requires your personal information for the purposes set out in clause 2.2, Landpower Group will take reasonable steps to delete it.

### 4. Disclosure of Information

- 4.1 Landpower Group may disclose personal information about you to its related entities and subsidiaries for the purposes listed in clause 2.2. These related entities and subsidiaries may use such personal information for the purposes described in this Privacy Statement, and will do so in compliance with the Privacy Acts and all other applicable laws.
- 4.2 You authorise Landpower Group to share or disclose your personal information to third parties that are involved in your recruitment process, to enable Landpower Group to assess your application for a position with Landpower Group, including your suitability for the role. Where the third party provides services to Landpower Group in relation to your recruitment process, in no event will Landpower Group authorise them to use such personal information for their own purposes. If your interaction with a third party is required in the course of your recruitment process, you may need to consider and (if you wish to proceed) agree to the privacy policies of that third party. You remain responsible for accepting the privacy practices of your referees.

- 4.3 Landpower Group may also disclose your personal information to (i) its professional advisors and insurers in order to establish, exercise or defend Landpower Group's legal rights; (ii) tribunals and courts, law enforcement authorities and other parties to the proceedings and their professional advisors in connection with any ongoing or prospective legal proceedings; and (iii) third parties to the extent required or authorised by law or by a court order.
- 4.4 Landpower Group may also disclose your personal information where permitted by the Privacy Acts or any other applicable law.

## 5. Access to and Correction of Personal Information

- 5.1 You have a right to request access and/or a correction of any personal information held by Landpower Group. Any such requests will be dealt with in accordance with the Privacy Acts.
- 5.2 To make a request, or to update your personal information please contact Landpower Group as detailed in this Privacy Statement. Please be aware that to exercise any of these rights Landpower Group will first need to verify your identity.

## 6. Serious invasions of privacy

- 6.1 While Landpower Group is committed to maintaining the highest standards of privacy and data protection, in Australia, certain actions by third parties or employees may fall outside our direct control. In such instances, Landpower Group shall not be held vicariously liable for serious invasions of privacy that occur without our knowledge or consent, provided that Landpower Group has taken all reasonable steps to prevent such occurrences. Landpower Group strives to implement robust security measures and conduct regular training to mitigate risks associated with potential privacy breaches.

## 7. Contact details

- 7.1 If you would like to make a request, or if you have any queries or concerns about this Privacy Statement or you wish to make a complaint please contact:

(a) In New Zealand:  
Anthony Burg  
Chief Financial Officer  
[privacy@landpower.co.nz](mailto:privacy@landpower.co.nz)

(b) In Australia:  
Privacy Officer  
Landpower Australia Head Office  
31-33 Marshall Court  
Altona VIC 3018  
  
Phone: +61 3 9369 1188  
Email: [privacy@landpower.com.au](mailto:privacy@landpower.com.au)

7.2 If you are not satisfied with the response, you can contact the Office of the Privacy Commissioner in each relevant jurisdiction:

<b>New Zealand</b>	<b>Australia</b>
Office of the Privacy Commissioner PO Box 10094 Wellington 6140 Phone: 0800 803 909 <a href="http://www.privacy.org.nz">www.privacy.org.nz</a>	Office of the Australian Information Commissioner GPO Box 5288 Sydney NSW 2001 phone: 1300 363 992 Email: <a href="mailto:enquiries@oaic.gov.au">enquiries@oaic.gov.au</a> <a href="https://www.oaic.gov.au/">https://www.oaic.gov.au/</a>