



Candidate Personal Data Collection Notice Bluewaters Power Group

Bluewaters Power 1 Pty Ltd (93 106 034 879), Bluewaters Power 2 Pty Ltd (57 122 896 968) and Bluewaters Power Services Pty Ltd (29 603 887 387) (Bluewaters') is bound to comply with requirements under the Privacy Act 1988 (Privacy Act).

Bluewaters' collects personal information that is reasonably necessary to evaluate your application for employment. Collection, use, and disclosure of your personal information at different times during the application process may take place. For example, from your initial application, at interview, and when checking references.

If you choose to provide Bluewaters' with sensitive information about your health, you consent to Bluewaters' collecting and disclosing that information to carry out functions and activities related to the application process and ongoing management of your employment (if successful).

If you choose not to provide your personal information to Bluewaters', or choose to withdraw your consent for the collection and disclosure of your health information, your application may not be able to be processed.

Collection of Personal Information

In most cases, Bluewaters' collects personal information directly from you, including any sensitive information you choose to provide, such as information about your health.

Bluewaters' may also collect information about you from third parties, such as your nominated referees or the organisations they represent, and third party service providers (for example, pre-employment medical or psychometric testing provider).

Disclosure and Use of Personal Information

Bluewaters' will only disclose your personal information to third parties where you have been informed beforehand and you have agreed to the disclosure.

The third parties that Bluewaters' may decide to disclose your personal information to include:

- your referees (or the organisations they represent);
- pre-employment medical provider;
- psychometric testing provider;
- recruitment agencies or other third parties assisting with recruitment for the position you are applying for.

Bluewaters' may also disclose your personal information:

- if you have consented to the disclosure;
- where disclosure is necessary to prevent injury to life or health; or
- if required or authorised by or under an Australian law or a court/tribunal order.

Bluewaters' may disclose your personal information overseas if you request to contact an overseas referee.

Storage of Personal Information

Bluewaters' may hold your information physically or in electronic databases and information systems. Reasonable steps to protect your information from unauthorised access, modification or disclosure will be taken. Ordinarily, this personal information would be contained in an electronic file in a document and record management system, and accessible only by Bluewater's human resources team.

Bluewaters' will keep your application and all relevant information on file for a period of twelve months in the event that a position becomes available that matches your qualifications, skills and experience. If you do not wish this to occur, please send an email to hr@bluewatersps.com.au advising such.

At the end of the twelve-month period, reasonable steps will be taken to destroy or de-identify personal information that has been collected about you, in accordance with the Privacy Act.

Access to, and Correction of, Personal Information

Please contact hr@bluewatersps.com.au to:

- request access to personal information that is held about you;
- correct personal information that is held about you; or
- request destruction or de-identification of personal information that is held about you.

Bluewaters’ will otherwise collect, hold, use and disclose your personal information in accordance with Bluewaters’ Privacy rules which sets out how you may access and correct the personal information that is held about you and how to complain about a suspected breach of your privacy or about how your personal information has been handled.

If you would like to receive a copy of Bluewaters’ Privacy Rules, please contact Governance@bluewaters.com.au.

Document History

Date	Document Number	Amended Section	Author	Approved By	Board Approval
Dec 22	BWG-HR-FRM-013-0	New Document	A. Kavanagh, Corporate Services Continuous Improvement Coordinator	A. Bonannella, HR Business Partner	N/A