

Privacy Collection Statement – Human resources

AgriCap Operations Pty Ltd (ACN 658 317 214) trading as Legacy Livestock and its Related Bodies Corporate (as defined by the provisions of the *Corporations Act 2001* (Cth)) (**Legacy Livestock, we, us and our**) is committed to protecting the privacy of individuals and their personal information and complies with the *Privacy Act 1988* (Cth) (**Privacy Act**).

Please read this carefully as it will have important consequences for you in relation to the collection, use and disclosure of your personal information you provide to Legacy Livestock.

You understand that:

1. Legacy Livestock is the party who is collecting your personal information and can be contacted at contact@legacylivestock.com.au or alternatively you can write to us at Level 19, 10 Eagle St, Brisbane Qld 4000.
2. Legacy Livestock will collect your personal information directly from you. In certain circumstances, Legacy Livestock may be required to collect personal information from third parties such as, your financial institution, superannuation fund, referees, medical service providers or emergency services, our contractors, agents, partners, resellers, suppliers or other companies who may be involved in the services provided by Legacy Livestock.
3. Legacy Livestock is collecting your personal information for the purpose of your employment or engagement with Legacy Livestock, including but not limited to:
 - (a) processing your application for employment or engagement;
 - (b) processing of your pay (including taxation payments), superannuation payments, leave entitlements, and other functions and activities associated with your employment or engagement with Legacy Livestock, including but not limited to any social club activities and employee benefits program;
 - (c) administering onsite medical treatment, if required;
 - (d) contacting your next of kin in the case of emergency;
 - (e) communicating with you in relation to your employment or engagement with Legacy Livestock; and
 - (f) any other activities which are reasonably necessary in relation to your employment or engagement with Legacy Livestock,

and you acknowledge and agree to your personal information being collected and used for, and in connection with, these purposes and any other purpose described in our Privacy Policy.

4. In some instances we may collect personal information from you which is unsolicited. To the extent reasonable, we will delete or de-identify any unsolicited personal information. However, due to the nature of our IT system, if you use Legacy Livestock's IT system to send or receive personal emails we will be unable to remove any personal information which is backed up and stored on our servers. You acknowledge and you agree to your personal information being collected and stored by Legacy Livestock.

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5. If we do not collect this personal information in connection with the purposes in paragraph 3, then:
 - (a) depending on the omitted information, we may be unable to perform activities in connection with your employment or engagement, such as processing your pay or invoice, superannuation or leave entitlements (as applicable); and
 - (b) you may be unable to commence your employment or engagement with Legacy Livestock.
6. Your personal information may be disclosed to the following classes of people and organisations in connection with the purposes in paragraph 3:
 - (a) Legacy Livestock, its personnel and related entities;
 - (b) your financial institution and our financial institution;
 - (c) third parties, such as third party referees, recruitment agencies, insurance companies, employee benefit service providers, relevant Worker's Compensation organisation (e.g. WorkCover, Alliance, etc);
 - (d) government agencies, including but not limited to The Australian Taxation Office, Centrelink, Child Support Agency and other government departments;
 - (e) third party parties in connection with obtaining any background checks, pre-employment screening;
 - (f) our contractors, agents or third party providers of Legacy Livestock who may be involved in the services provided by Legacy Livestock; and
 - (g) any other organisation set out in our Privacy Policy.
7. It is possible that some of the information collected for the purpose of your employment or engagement by Legacy Livestock may be disclosed to Legacy Livestock's related body corporate or service providers outside of Australia. You **consent** to your information being disclosed to a destination outside Australia for this purpose, including but not limited to Hong Kong, Japan, Malaysia, Singapore, South Korea, Germany, the United Kingdom, and the United States, and you understand and acknowledge that Australian Privacy Principle 8.1 will not apply to such disclosures of your personal information.
8. Legacy Livestock's Privacy Policy sets out the process as to how you can access and correct any of your personal information collected under this form as well as to how you can make a complaint if Legacy Livestock has breached the Privacy Act in the handling of your personal information. Our Privacy Policy is available at <https://legacylivestock.com.au/privacy-policy> or can be otherwise provided by requesting a copy from Legacy Livestock.

By submitting your careers application, you acknowledge you have read and agree to this privacy collection notification statement Legacy Livestock's Privacy Policy.

Please note: The privacy collection notification statement is not a term of your employment contract and is not contractually binding on Legacy Livestock. It is a statutory prescribed document under the *Privacy Act 1988* (Cth) and will apply in connection with your employment or engagement with Legacy Livestock.