

Privacy Policy

Privacy Policy – Humanz Pty Ltd

Effective Date: 11/06/2026

Last Updated: 11/06/2026

Introduction

Humanz Pty Ltd ("Humanz", "we", "us", "our") is committed to protecting the privacy of our Account holders and users of the Humanz Platform. This Privacy Policy outlines how we collect, use, disclose, and safeguard your personal information in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs).

What Information We Collect

We collect and store the following types of personal information:

- Identity details: name, date of birth, gender, Aboriginal or Torres Strait Islander status
- Contact details: email, phone number, address
- Employment and professional data: resume, trade and qualification certificates, work history, Client feedback
- Sensitive information: emergency contact, medical data (e.g., drug and alcohol test results)
- Financial data: bank details, BSB, account number (collected from Candidates and disclosed to Clients only upon acceptance of a booking via the External Booking Tool)
- Platform usage data: timesheets, induction history, booking fee records, clothing sizes, percentage availability, mobilisation compliance.

How We Collect Information

We collect data:

- Directly from Account holders during registration and use of the Humanz Platform
- Through interactions between Clients and Candidates
- Via third-party integrations and identity verification services

Sensitive Information

Some information we collect is classified as sensitive information under the Privacy Act 1988 (Cth), including health information (e.g. drug and alcohol test results), racial or ethnic origin

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(e.g. Aboriginal or Torres Strait Islander status), and emergency contact details. We collect sensitive information only where it is necessary for the operation of the Humanz Platform and with the consent of the individual, or where otherwise permitted by law. Sensitive information is subject to a higher standard of care and will not be used or disclosed for purposes other than those for which it was collected, except as required by law.

The provision of sensitive information on the Humanz Platform is entirely optional. Neither Entities nor Team Members are required to enter sensitive information as a condition of registering or using the Humanz Platform. An Entity or Team Member may choose which information fields to complete, and the absence of sensitive information will not prevent use of the platform's core features. However, some optional features – such as making a Team Member available as a Candidate through the External Booking Tool – may be more effective where fuller profile information has been provided, as Clients may take profile completeness into account when assessing a Candidate.

Where an Entity makes a Team Member available as a Candidate on the Humanz Platform, and that Team Member's sensitive information is held on the platform, it is the responsibility of the Entity to ensure that the individual Team Member has given their express consent to: (a) their sensitive information being held on the Humanz Platform; and (b) that information being disclosed to a Client upon acceptance of a booking.

Entities must not activate the External Booking Tool for a Team Member, or make a Team Member available as a Candidate, unless they have obtained this consent. By enabling a Team Member as a Candidate, the Entity represents and warrants to Humanz that the individual's consent has been obtained.

Team Members may withdraw their consent at any time by contacting their Entity. Upon withdrawal of consent, the Entity must promptly remove the Team Member from availability as a Candidate. Humanz will, upon being notified of a withdrawal of consent, take reasonable steps to cease any further disclosure of that individual's sensitive information.

Use of Information

Your data is used to:

- Deliver platform functionality and professional services
- Facilitate the booking process between Clients and Candidates via the Humanz Platform (noting that Humanz is not a party to any commercial arrangement between them)
- Provide support and improve user experience
- Ensure compliance with legal and regulatory obligations

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Disclosure of Information

We may disclose personal information:

- To Clients in two stages via the External Booking Tool: non-identifying information (trade, availability, mobilisation compliance) is visible during search; full identifying and sensitive profile information is disclosed only upon the Candidate's Entity accepting a Request
- To third-party service providers (e.g., identity verification, insurance)
- To regulatory authorities when required
- As part of dispute resolution processes

We do not sell personal information to third parties.

Overseas Recipients

The Humanz Platform is hosted on Amazon Web Services (AWS) in the Sydney region, meaning your personal information is stored in Australia. Humanz does not routinely disclose personal information to overseas recipients. However, some third-party service providers we engage (such as identity verification or insurance services) may be located overseas. Where such disclosure occurs, we take reasonable steps to ensure those recipients handle your information in a manner consistent with the Australian Privacy Principles (APP 8).

Data Security

We use physical, operational, and technological measures to protect your data, including:

- Secure storage and access controls
- Encryption and authentication protocols
- Regular security reviews

Third-Party Services

Third-party services accessed via the Humanz Platform are governed by their own privacy policies. Account holders must review and accept those policies before engaging with such services.

Your Rights

You have the right to:

- Access and correct your personal information
- Withdraw consent

- Request deletion of your data
- Lodge a complaint with the Office of the Australian Information Commissioner (OAIC)

Anonymity

Under APP 2, individuals have the right to interact with organisations anonymously or using a pseudonym where practicable. However, the nature of the Humanz Platform requires that Account holders register with verified identities in order to facilitate bookings, timesheets, and compliance functions. Accordingly, anonymous or pseudonymous use of the Humanz Platform is not practicable and is not available to registered Account holders.

Complaints

If you believe we have breached the Australian Privacy Principles or this Privacy Policy, you may lodge a complaint by contacting us at admin@humanz.net.au. We will acknowledge your complaint within 5 Business Days and aim to resolve it within 30 days. If you are not satisfied with our response, you may escalate your complaint to the Office of the Australian Information Commissioner (OAIC) at www.oaic.gov.au or by calling 1300 363 992.

Automated Decision-Making

The Humanz Platform uses automated processes to calculate and display Candidate availability percentages and mobilisation compliance scores. These calculations are based on data supplied by Account holders and are used to assist Clients in finding suitable Candidates. They do not constitute automated decisions that independently determine legal rights or obligations.

Data Retention and Deletion

We retain personal information only for as long as necessary to provide the Humanz Platform and fulfil the purposes outlined in this Policy, or as required by law. Upon termination of your account, you may request retrieval of your data within 14 days. After this period, Humanz reserves the right to delete your data. Where personal information is no longer required, we will take reasonable steps to destroy or permanently de-identify it.

Changes to This Policy

We may update this Privacy Policy from time to time. Changes will be communicated via the Humanz Platform or email. Continued use of the platform constitutes acceptance of the updated policy.

Contact Us

For privacy-related inquiries, please contact:

Email: admin@humanz.net.au

Address: U2 107 Cambridge St, West Leederville 6007 WA, Australia

Business Information and Uploads

We may collect and store business-related information including company name, address, ABN, ACN, industry, and contact details. We also collect financial details such as bank name, branch, BSB, and account number for billing and payment purposes. Uploaded documents (e.g., capability statements, company logos) are stored securely and used only for platform functionality and business representation.

Client Access and Permissions

As far as practical, Humanz implements permission-based access controls to mitigate and prevent misuse of personal information. Clients are responsible for managing the access levels of their personnel and ensuring that users understand and comply with privacy and security obligations. Humanz encourages clients to regularly review user permissions and data access to maintain compliance with applicable laws and this Privacy Policy.