



01/01/2026

PRIVACY POLICY

FARAX PTY LTD

Effective Date: 01/01/2026

ABN: 62 827 894 154

FARAX PTY LTD and its related entities ("FARAX", "we", "us" or "our") are committed to protecting the privacy of personal information and to complying with the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs). This Privacy Policy outlines how FARAX collects, holds, uses and discloses personal information in the course of its recruitment, labour hire and business operations.

Personal Information

Personal information is information or an opinion about an identified individual, or an individual who is reasonably identifiable, whether the information is true or not and whether recorded in material form or not. This may include, but is not limited to, names, contact details, employment history, qualifications, work rights and other information provided to FARAX.

Collection of Personal Information

FARAX collects personal information that is reasonably necessary for the performance of its functions and activities.

This may include:

- Contact and identification details
- Employment history, resumes, qualifications and competencies
- Work entitlement and compliance information
- Referee and assessment information
- System, website and communication records

Personal information is generally collected directly from individuals. In some circumstances, information may be collected from third parties including referees, clients, service providers, public registers or lawful sources.



Purpose of Collection and Use

Personal information is collected and used for purposes including:

- Recruitment, labour hire and workforce management services
- Candidate assessment, verification and placement
- Compliance with contractual, legislative and regulatory obligations
- Client engagement and service delivery
- Risk management, audits and internal governance
- Business operations and continuous improvement

Failure to provide requested information may limit FARAX's ability to provide services or meet contractual requirements.

Sensitive Information

Sensitive information, including health information or criminal history, is only collected where it is directly relevant to employment or compliance requirements and where consent has been obtained or collection is otherwise authorised by law. FARAX applies enhanced safeguards to the handling of sensitive information.

Storage and Security

FARAX takes reasonable steps to protect personal information from misuse, interference, loss, unauthorised access, modification or disclosure. Safeguards include secure electronic systems, access controls, and physical security measures where applicable.

Personal information is retained only for as long as required to fulfil operational, legal and regulatory obligations.

Disclosure of Personal Information

Personal information may be disclosed to:

- Clients and host employers for recruitment and placement purposes
- Third-party service providers engaged to support business operations
- Regulatory authorities and government agencies where required by law
- Other parties where consent has been provided or disclosure is authorised

Where personal information is disclosed to overseas recipients, FARAX takes reasonable steps to ensure compliance with applicable privacy obligations.



Access and Correction

Individuals may request access to personal information held by FARAX and request correction of inaccurate, incomplete or outdated information. Requests must be made in writing and are subject to verification of identity and applicable legal exceptions.

Use of Government Identifiers

Government-related identifiers, including Tax File Numbers, are only used or disclosed where required by law or reasonably necessary for verification, compliance or employment-related purposes.

Website and Electronic Communications

FARAX's website may collect limited technical information to support functionality, security and user experience. Cookies may be used and can be managed through browser settings.

Policy Review and Updates

This Privacy Policy is reviewed periodically and may be amended to reflect changes in legislation, regulatory guidance or business operations. The current version will be available on FARAX's website.

Privacy Enquiries and Complaints

All privacy-related enquiries, access requests or complaints should be directed to:

Privacy Officer - FARAX PTY LTD
Hannah Schulte

 11 Port Pirie Street, Bibra Lake, WA 6163

 hannah@farax.com.au

FARAX will investigate complaints promptly and in accordance with applicable privacy legislation.

This policy is issued by FARAX PTY LTD and authorised by:

Dale Farrelly

Dale Farrelly
Managing Director

 0424 102 182

 farax.com.au

 11 Port Pirie Street,
Bibra Lake, WA 6163