

Data Protection and Privacy Policy

Introduction

This is the Privacy Statement and Policy (“Privacy Statement”) for Business Review Group Pty Ltd and its affiliates (“BRG”). We are committed to ensuring that your privacy is protected and in accordance with the Australian Privacy Principles in the Privacy Act 2022 (Cth.). This Privacy Policy sets out how we handle personal information.

BRG understands that your privacy is important. BRG is committed to protecting your privacy and personal information you provide or as you access and use materials on businessreviewgroup.com.au (the “BRG”), including the site subscription pages or other websites or apps that post a link to this Privacy Statement. In addition, information that you submit to BRG in response to an email request for information or other outreach from BRG, or through BRG’s employment application processes, will be treated in accordance with this Privacy Statement.

BRG may, in its discretion, amend this Privacy Statement from time to time. To ensure you are able to remain informed about the information we collect and how we use it, material changes to our statement will be reflected here. This Site may contain links to external sites which are not governed by this Privacy Statement. BRG does not take responsibility for the privacy practices of any third-party sites to which we link. We encourage you to review the privacy policies of any such sites before you submit information there.

Your Acceptance of this Privacy Statement

Please read this Privacy Statement carefully. By browsing our website and expressly consenting where required (for instance, when submitting your application), you agree to be bound by this Privacy Statement.

Information that we collect, and how we use it

What information do we collect?

BRG collects information from you when you create your account for the site, request copies of publications, subscribe for email newsletters and press releases, seek additional information regarding our services or employment opportunities, databases, or register for conferences and other BRG-sponsored events. If you do not provide such information, you will not be able to create an account for the Site, request copies of publications, subscribe for email newsletters and press releases, seek additional information regarding our services or employment opportunities.

Personal information that we collect includes: names, addresses, e-mail addresses, phone numbers, unique personal identifiers and subject areas of interest and / or demographic information. In addition, we sometimes aggregate demographic information and the types of systems and browsers of users BRG also may conduct user surveys on the Web or use technologies to provide BRG with information on a number of areas, such as user identity, user viewing habits, whether or not users found what they were searching for, whether the Site content is relevant to user needs, and the like.

In some circumstances, we may take photographs or videos of individuals, such as at seminars or events we run, sponsor or are otherwise involved in.

How do we use personal information?

The purposes and uses of your personal information will depend on the use of the Site and the personal information provided. We process your personal information:

(i) for the purposes of safeguarding the legitimate interests pursued by BRG. This includes:

- Informing you about updates to the service and notifying you about other products and services offered by BRG that may be of interest to you, including information regarding publications and events;
- Tailoring your experience at the Site with relevant BRG materials;
- Understanding the Site's user population, identifying subject areas of interest, and determining whether the Site is designed to work with the computer settings of a majority of our visitors;
- Measuring and improving the effectiveness of BRG marketing programs across different channels;
- Improving our web content and navigation:

(ii) on the basis of your consent. Insofar as you have granted us consent to the processing of personal information for specific purposes (for example, your application form for employment with BRG), the lawfulness of such processing is based on your consent. You may withdraw your consent at any time.

(iii) for compliance with a legal obligation. This includes anti-fraud and anti-money laundering measures as well as tax and social security requirements.

We will not sell, share, or rent or otherwise make available your personal information to other parties, except that we may disclose the information to third parties who perform services on our behalf and have a need to access the information in connection with those services. Any third parties will only process this information to the extent to which and within the limits that BRG itself is permitted to process that data. In addition, BRG may disclose your contact information in response to inquiries by bona-fide rights owners in connection with allegations of infringement of copyright or other proprietary rights arising from information that you have posted on the Site or otherwise provided to BRG.

How we might share your information

The third parties with whom we may need to share personal information to help us provide services and products to you and to run our website include:

- our subsidiaries or affiliates;
- our advisors;
- our business partners for publications and events co-organised by BRG and them, and
- law enforcement bodies in order to comply with any legal obligation or court order.

Where you are a customer, an employee, a contractor or supplier of services to one of our clients, then we may disclose your personal information as part of providing services to that client.

Retention of your personal information

BRG retains your personal information for so long as is necessary to fulfil the purpose for which it was collected. We may retain your personal information for longer if they may be the subject of a legal claim, or may otherwise be relevant for future litigation.

Marketing

If, at any time, you prefer not to receive further communications from us in any or all forms you will have the ability to contact us.

Cookies and other tracking technologies

BRG may use cookies on this Site and in our communications with you to keep track of your visit to our Site and our communications with you. A “cookie” is a small amount of data sent from a Web server to your browser and stored on your computer’s hard drive. Other tracking technologies work similarly to cookies and place a small amount of data on your devices to monitor your website activity to allow us to collect information about how you use our Site and our services. With most internet browsers, you can erase cookies from your computer hard drive, block all cookies, or receive a warning before a cookie is stored on your computer. Please refer to your browser instructions or you can visit <https://www.aboutcookies.org/> which will give you more information.

Once you have given your consent to use cookies, we shall store a cookie on your computer or device to remember this for next time. If you wish to withdraw consent at any time you will need to delete our cookies using your web browsers settings. Please be advised that certain sections or functionalities of the Site may be inaccessible to you if your browser does not accept cookies.

We use the following types of cookies:

- “*persistent cookies*” to improve your experience when using the Site.
- “*session cookies*” to enable your use of our Site and to remember your settings. Session cookies are deleted automatically at the end of your visit.
- “*web analytics cookies*”.

These cookies are used by us or third-party providers to analyse how the Site and our services are used, including the following type:

Google Analytics. This website uses Google Analytics, a web analytics service provided by Google, Inc. (“Google”). Google Analytics uses “cookies” to help the website analyse how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in Australia. Google uses this information to evaluate your use of the website, compiling reports on website activity for website operators and providing other services relating to website activity and internet usage.

Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google’s behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able

to use the full functionality of this website. By using this website and accepting the use of the cookies, you consent to the processing of data about you by Google in the manner and for the purposes set out above. To find out more about Google Analytics, Google's privacy policy and opting out of its cookies please visit: <https://tools.google.com/dlpage/gaoptout>.

By continuing to browse or use our Sites and services, you agree that we can store and access cookies and other tracking technologies as described herein.

Security Process

BRG has in place appropriate technological and operational security processes designed to protect personally identifiable information from loss, misuse, alteration or destruction. Only authorised employees and contractors will have access to any data provided by you, and that access is limited by need. Each employee or contractor having access to any personally-identifiable information is obligated to maintain its confidentiality. Although we take steps that are generally accepted as industry standard to protect your personally-identifiable information, BRG cannot guarantee that your personally-identifiable information will not become accessible to unauthorised persons and BRG cannot be responsible for any actions resulting from a breach of security when information is supplied over the internet or any public computer network.

BRG takes reasonable steps to protect the personal information we collect from unauthorised access, use, or disclosure. We store your personal information on secure servers and use encryption to protect sensitive information. We also have security measures in place to protect against the loss, misuse, and alteration of personal information under our control. BRG aims to achieve industry best practice in the security of personal information which it holds.

Links to other websites

This website contains links to other Web sites not operated by BRG. BRG is not responsible for the privacy practices or the content of any non-BRG web sites to which we link from the Site. We are not responsible for the protection and privacy of any information you provide whilst visiting other websites and sites not governed by our Privacy Statement. We cannot control the content or security of such websites. We cannot be held responsible for any loss or damage incurred by a user as a result of visiting such websites. No links are intended to be, nor should be construed as, an endorsement of any kind by us of that other website.

Compliance with the law

BRG complies with all applicable privacy laws and regulations. BRG may be compelled to surrender personal user or customer information to legal authorities if presented with a court subpoena or similar legal or administrative order, or as required or permitted by the laws, rules and regulations of any nation, state or other applicable jurisdiction. Also, in the event of a violation of the terms and conditions of use of the Site or a violation of any restrictions on use of materials provided in or through the Site, we may disclose personal user information to our affected business partners or legal authorities.

Access rights

In accordance with applicable data protection laws, including but not limited to the GDPR, you have a right to request a copy of the personal information we hold about you and details of how we use that information.

If any of the information held about you is incorrect or out of date, you have the right to amend or rectify it, please follow the process outlined below and we will amend our records where appropriate. You also have the right to require us to erase your personal data, stop processing your personal data, restricting the processing of your personal information, right of portability of your personal information and / or to withdraw your consent to processing. This may not apply if there are other legal justifications to continue processing. If you think we may have incorrect personal information, or would like a copy of the personal information we hold on you, or to exercise any other data protection right, please contact us. Please note that we need you to prove who you are before we can provide you with any information.

If you believe that BRG has not handled your personal information in accordance with this Privacy Policy or the Australian Privacy Act 2022, you may make a complaint to us at (enquiries@businessreviewgroup.com.au). If you are not satisfied with our response, you may make a complaint to the Office of the Australian Information Commissioner (www.oaic.gov.au).

You have the right to request that we delete your personal information, but only in certain circumstances, such as where the information is no longer necessary for the purposes for which it was collected or where you have withdrawn your consent. If you would like to request that we delete your personal information, please contact us at (enquiries@businessreviewgroup.com.au).

Children

BRG understands the importance of protecting children's privacy, particularly in their online interactions. This site is not designed for and does not intentionally target or solicit to children under 18 years of age.

Use of the BRG website

Your access to and use of the Site are subject to this Privacy Statement and certain other terms and conditions, contained in our [Terms and Conditions of Use](#).

Changes to Privacy Policy

Business Review Group reserves the right to modify this Privacy Policy at any time. Any changes to this Privacy Policy will be posted on our website.

This Privacy Policy was last updated in February 2023.