

Privacy Policy

How we collect, use and protect your information

Company: Thor Talent Pty Ltd

ABN: 86 696 561 305

ACN: 696 561 305

Effective Date: April 2026

Privacy Contact: privacy@thortalent.com

Website: www.thortalent.com

ABOUT THIS POLICY

At ThorTalent, we connect AI, data and technology professionals with the organisations that need them most. That work depends entirely on trust and trust starts with being transparent about how we handle your personal information.

This Privacy Policy explains what we collect, why we collect it, how we use it, and the rights you have over your own data. It applies to everyone who interacts with us whether you're a candidate exploring your next move, an employer building a team, a contractor we've placed, or simply someone visiting thortalent.com.

Thor Talent Pty Ltd (ABN 86 696 561 305, ACN 696 561 305) is the data controller and is bound by the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs). This policy is updated when our practices change the current version is always at thortalent.com/privacy-policy.

1. CONTACT OUR PRIVACY OFFICER

If you have any questions about this policy or how we handle your data, please reach out directly:

Company: Thor Talent Pty Ltd

ABN: 86 696 561 305 | ACN: 696 561 305

Email: privacy@thortalent.com

Website: thortalent.com

Location: Melbourne, Victoria, Australia

We aim to respond to all privacy enquiries within 5 business days.

2. INFORMATION WE COLLECT

The information we hold about you depends on how you engage with us:

Candidates & job seekers

- Your name, contact details (email, phone, address), and date of birth
- Your CV, employment history, skills, qualifications, certifications and references
- Working rights status, visa information and right to work in Australia
- Salary expectations, availability, career goals and job preferences
- Notes and assessments made by our consultants during the recruitment process

Contractors & placed workers

- All of the above, plus financial details needed to process your payments
- Tax File Number (TFN), bank account and superannuation fund details
- Timesheets, work records and any performance-related information

Sensitive information

In some roles particularly those requiring security clearances or working with vulnerable people we may need to collect sensitive information such as health details, police check results, or working with children check outcomes. We will always ask for your explicit consent before collecting this, tell you why it's needed, and will not pass it on to a client without your agreement.

Clients & employers

- Business name, ABN and registration details
- Contact person name, title and business contact information
- Role briefs, hiring criteria and any other information you share when engaging our services

Website visitors

- IP address, browser type, device information and pages visited
- Cookie data see our separate Cookie Policy for full details

Where practicable, you have the option of interacting with us anonymously or using a pseudonym. However, in most cases, particularly where we are providing recruitment services, it will not be possible for us to do so.

3. HOW WE COLLECT IT

Most of the time, we collect information directly from you through our website, when you submit a CV, during a call with one of our consultants, or via email. We may also collect information from:

- Professional references or former employers you nominate
- Background check and verification agencies
- Publicly available sources such as LinkedIn or professional directories
- Our analytics and cookie tools when you visit our website

We will always tell you at the point of collection why we need particular information and what happens if you choose not to provide it. In many cases, if you do not provide required information, we may be unable to offer you our recruitment services or properly assess your suitability for roles.

4. WHY WE USE YOUR INFORMATION

We only use your personal information for clear, legitimate purposes:

- To match you with roles or candidates that genuinely fit your needs
- To present your profile to employer clients (we'll tell you before we do)
- To verify your identity and right to work in Australia

- To conduct reference, background or police checks with your consent
- To manage contractor engagements including timesheets and payment processing
- To keep you informed about relevant opportunities, market insights and our services
- To improve our platform, fix issues and develop new features
- To meet our legal, tax and regulatory obligations
- To resolve disputes or investigate complaints

We will only send you marketing communications where permitted under applicable laws, and you can opt out at any time using the unsubscribe link or by contacting us directly.

We will never use your data for a purpose that isn't compatible with what you provided it for, without first asking your permission.

5. WHO WE SHARE IT WITH

We share personal information only where genuinely necessary:

- Employer clients actively seeking candidates through ThorTalent
- Professional referees you've nominated
- Background screening and credential verification providers
- Payroll, superannuation and payment processing providers (contractors only)
- Our technology and cloud infrastructure providers
- Legal, financial and professional advisers, under strict confidentiality
- Government agencies or law enforcement where required by law

We never sell your personal information. We never share it with third parties for their own marketing purposes.

International transfers

Some of our employer clients and technology providers are based outside Australia. Where your data is transferred internationally, we take steps to ensure it is handled to a standard consistent with the Australian Privacy Principles, including through contractual protections. These recipients may be located in countries including, but not limited to, the United States, the United Kingdom, and countries within the European Union. Where this occurs, we take reasonable steps to ensure overseas recipients handle personal information in a manner consistent with the Australian Privacy Principles, or we obtain your consent where required.

6. HOW WE PROTECT YOUR DATA

We've invested in security because the data we handle CVs, financial details, sensitive personal information deserves it. Our protections include:

- Encrypted storage and secure, access-controlled databases
- SSL/TLS encryption for all data transmitted through our website and systems
- Role-based internal access controls staff only see what they need to
- Regular security reviews and staff privacy training

No system is completely immune from risk. If we ever experience a data breach that is likely to cause you serious harm, we will notify you and the Office of the Australian Information Commissioner (OAIC) promptly, as required under the Notifiable Data Breaches scheme.

7. HOW LONG WE KEEP IT

- Candidate profiles: up to 3 years from your last interaction with us
- Contractor financial and work records: 7 years (required for tax compliance)
- Client and business records: 7 years following the end of our engagement

When data is no longer needed and we're not legally required to keep it, we securely delete or permanently de-identify it.

8. YOUR RIGHTS

You have meaningful rights over your personal information. You can:

- Ask to see what we hold about you
- Ask us to correct anything that's inaccurate or out of date
- Ask us to delete your data (where we're not legally required to keep it)
- Opt out of marketing emails at any time via the unsubscribe link or by emailing us
- Lodge a complaint if you believe we've mishandled your information

To exercise any of these rights, email privacy@thortalent.com. We may need to verify your identity first. We'll respond within 30 days.

If you are not satisfied with our response, you can lodge a complaint with the Office of the Australian Information Commissioner (OAIC) at www.oaic.gov.au or by calling 1300 363 992.

9. COMPLAINTS

We take privacy complaints seriously. If you believe we've breached the Australian Privacy Principles, please contact our Privacy Officer at privacy@thortalent.com. We'll acknowledge your complaint quickly and work to resolve it within 30 days.

10. CHANGES TO THIS POLICY

When we update this policy, we'll post the new version at thortalent.com/privacy-policy and update the effective date. If changes are material, we'll notify registered users by email where we reasonably can.