
PRIVACY POLICY

NOVEMBER 14, 2025

Bluhart Consulting Pty Ltd

Authored by: Bluhart Consulting

Privacy Policy

Purpose:

At Bluhat Consulting Pty Ltd (“Bluhat Consulting”, “we”, “us”, “our”), we respect your privacy and are committed to handling your personal information responsibly. This Privacy Policy explains how we collect, use, and disclose personal information in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs). We value your trust and are committed to maintaining the confidentiality, integrity, and security of the information you share with us.

Who This Policy Applies To

This Privacy Policy applies to:

- Candidates, job seekers, and professionals engaging with our recruitment, executive search, and career services;
- Clients and organisations engaging our services;
- Visitors to our website, www.bluhat.com.au, who may submit personal information.

We collect personal information directly from you, and only with your consent where required.

Personal Information We Collect

The types of personal information we collect depend on the nature of your engagement with us. This may include:

- Names and contact details;
- CVs / résumés, career history, and professional references;
- Referee details;
- Salary information;
- Sensitive information, including diversity data and background checks, where relevant;
- Website analytics and cookies, to improve user experience.

We collect information only when necessary to provide our services or with your prior consent.

How We Use Your Information

Your information is used thoughtfully and only for legitimate business purposes, including:

- Delivering recruitment, executive search, talent advisory, career transition, management consulting, and outsourced HR services;
- Identifying and presenting suitable candidates for specific client opportunities;
- Conducting assessments, reference checks, and other evaluation processes;
- Communicating with clients, candidates, and website visitors;
- Enhancing our website, services, and overall client and candidate experience;
- Meeting legal and regulatory obligations.

We aim to ensure your information is used respectfully, securely, and solely for the purposes you have engaged us for.

Sharing Personal Information

We understand the importance of confidentiality. Personal information is shared only with the specific clients involved in a project, and only with the explicit consent of the applicant.

We may also share information with carefully selected third-party service providers, including:

- Applicant tracking systems (ATS);
- Customer relationship management (CRM) platforms;
- Cloud storage providers;
- Background-check providers.

These providers are engaged to support our operations while maintaining strict confidentiality and security standards. We never sell your personal information.

Data Security

We implement reasonable and robust measures to protect personal information from misuse, loss, or unauthorised access. This includes secure storage, encryption, access controls, and ongoing monitoring of our systems.

Access and Correction

You have the right to request access to your personal information or to request corrections. To do so, please contact our Privacy Officer at privacy@bluhat.com.au. Requests will be handled promptly and in accordance with the APPs.

Cookies and Website Tracking

Our website may use cookies and analytics tools to enhance your browsing experience and gather anonymous usage data. Cookies can be disabled in your browser settings, though this may affect website functionality.

Complaints

If you have a concern about how your personal information has been handled, please contact our Privacy Officer at privacy@bluhat.com.au. We will investigate promptly and respond in line with the APPs.

You may also lodge a complaint with the Office of the Australian Information Commissioner (OAIC) if you are unsatisfied with our response.

Policy Updates

We may update this Privacy Policy periodically to reflect changes in our practices or in the law. The most current version will always be available on our website.

Approval

This policy has been approved by the Executive Team and is effective from 14th November 2025.

Review Date: Annually

Contact Information

Bluhart Consulting Pty Ltd

Website: www.bluhat.com.au

Email: privacy@bluhart.com.au