

# Fortive Recruitment Privacy Notice – Australia

PRIVACY NOTICE LAST UPDATED: 06 June 2025

THIS PRIVACY NOTICE APPLIES ONLY TO SITUATIONS WHERE THE AUSTRALIAN PRIVACY ACT 1988 (CTH) (PRIVACY ACT), INCLUDING THE AUSTRALIAN PRIVACY PRINCIPLES (“APPS”), AND RELATED AUSTRALIAN LEGISLATION, GOVERN THE WAY FORTIVE GROUP PROCESSES YOUR PERSONAL DATA IN THE HUMAN RESOURCES RECRUITMENT CONTEXT. THESE LAWS ARE MOST LIKELY TO APPLY TO FORTIVE GROUP COMPANIES ESTABLISHED IN AUSTRALIA AND FORTIVE GROUP COMPANIES THAT CARRY ON BUSINESS IN AUSTRALIA.

IF THIS NOTICE APPLIES TO HOW FORTIVE PROCESSES YOUR PERSONAL DATA, PLEASE READ IT CAREFULLY BECAUSE IT PROVIDES IMPORTANT INFORMATION AND EXPLAINS YOUR RIGHTS. THIS NOTICE REPRESENTS THE APPLICABLE PRIVACY POLICY FOR THE PURPOSES OF APPS 1.2 AND 1.3, AND PROVIDES NOTIFICATION OF THE COLLECTION OF PERSONAL INFORMATION IN ACCORDANCE WITH APP 5.

IF THIS NOTICE DOES NOT APPLY TO HOW WE PROCESS YOUR PERSONAL DATA AND YOU HAVE RELATED QUESTIONS OR CONCERNS, WE INVITE YOU TO CONTACT US BY ANY OF THE METHODS LISTED AT THE BOTTOM OF THIS DOCUMENT.

## Who are we?

We are the Australia-based affiliate(s) and part of the Fortive Group (“**Fortive**”, “**we**”, “**us**”, “**our**”) interested in your application with a view to potentially offer you a job (an updated list of these operating companies is available [here](#)).

This Privacy Notice explains how we collect, hold, use and disclose personal data about individuals who have applied for work with us in Australia, including existing employees looking for new opportunities in Australia (the “**Applicants**” or “**You**”).

## What does this Privacy Notice cover?

We at Fortive take your personal data seriously. This Privacy Notice:

- Sets out the types of personal data that we collect about you;
- Explains how and why we collect and use your personal data;
- Explains how long we keep your personal data for;
- Explains when, why and with who we will share your personal data;
- Sets out the legal basis we have for using your personal data;
- Explains the effect of refusing to provide the personal data requested;
- Explains where we store your personal data and whether we transfer your personal data outside of Australia;
- Explains the different rights and choices you have when it comes to your personal data; and
- Explains how you can contact us.

For the purposes of this Privacy Notice, references to ‘personal data’ should be understood to mean information or an opinion about an identified individual, or an individual who is reasonably identifiable:

- (a) whether the information or opinion is true or not; and
- (b) whether the information or opinion is recorded in a material form or not.

### What personal data do we collect about you?

When you apply for work with us, it is routine for us to collect, process and store personal data about you. This personal data includes:

- Personal identifiers: Your first name, last name, contact details, home address, email address, telephone and/or mobile phone number, and IP address;
- Professional personal data: Records of your work history (including current employment records), previous employers, positions, and work experience, professional licenses, certificates, and other qualifications, employment references or referrals;
- Educational personal data: Education history such as your highest level of education, the school you attended, degrees and certifications obtained, skills, and languages you speak;
- Inferences: We may generate inferences or predictions about Applicants and their abilities, skills, interests, or preferences based on the other personal data we collect and the interactions we have with them (e.g., results of assessments of your answers to our questions, reports during interviews, etc.);
- Other application and interview information: Any personal data you choose to share with us during an interview or application, such as your CV, resume, covering letter, or any other supporting application documentation (including your application status);
- • Sign-in and device information: Technical details about your visits to our online recruitment platforms contained in log files or analytics data relating to your usage and activity. For more information about our online recruitment platforms and our website, please refer to our [general website Privacy Notice](#). If there is any conflict between this Privacy Notice and our [general website Privacy Notice](#), this Privacy Notice will govern with respect to our use of your personal data in connection with recruitment.

### Where do we collect personal data about you from?

We may collect personal data about you from the following sources:

- Directly from you. This is personal data you provide to us when you apply for work with us on Fortive career webpages, via e-mail when you send us an unsolicited application, via direct communication with a recruiter on professional social networks or during a job interview;
- For current employees applying for work with us, from your current Fortive employer;
- From an agent/third party acting on our behalf or specialized service providers (e.g., from one of our recruitment agencies);
- Through publicly available sources such as professional social networks (e.g., LinkedIn, Indeed, Glassdoor);
- By reference or a word of mouth. For example, you may be recommended by a friend, a present or former colleague; and/or
- In the event of legal action, from lawyers and judicial entities associated with such actions.

### How and why do we use your personal data?

We process your personal data so that our recruiters, managers, and human resources teams can evaluate your application when you apply for work with us. We also process your personal data for the following purposes:

- For vetting and verification purposes to determine your suitability for a particular role;
- To measure your professional skills (qualifications, experience, etc.) as part of the recruitment process;
- To sort, record and classify CVs and cover letters in our database for pre-selection of Applicants;
- For successful Applicants, to prepare their employment with us and prepare for their arrival;
- To deal with any grievance raised by you or involving you;
- To ensure compliance with our rules and processes, for example we may monitor use of our IT systems, including our online recruitment platform to gather evidence in respect of any allegations of wrongdoing;
- To send you newsletters, announcements, and other promotional communications when you have agreed to receive them or when you join the Fortive Talent Community.

We will not use your personal data for any other purposes unless we are required to do so by law.

### How long do we keep your personal data?

We only keep your personal data for as long as is necessary for the purposes set out in this Privacy Notice, or as permitted or required by law. We have internal rules that set how long we retain personal data, for more information about this please contact us.

### Who do we share your personal data with?

Your personal data may be shared with the following recipients:

- Our group companies for internal reasons, primarily for business and operational purposes. For example, we may share your personal data with another Fortive entity that assists us with our recruiting and employment processes;
- Professional advisers such as our accounting and legal advisers where they require information in order to provide advice to us in relation to our recruitment process;
- Agencies or service providers that help us administer and manage the recruitment process (e.g. pre-employment vetting and checks, etc.); and
- Any entity which acquires us or that we merge with.

### What happens if you do not provide us with the personal data we request or ask that we stop processing your personal data?

If you do not provide the necessary personal data, we may not be able to evaluate your application when you apply for work with us.

### Do we make solely automated decisions concerning you?

No, we do not carry out solely automated decision making.

#### Our use of recruitment matching AI technology

We use an AI-powered tool, provided by Eightfold AI, Inc. in our recruitment process to help us in providing you the ability to view the most relevant jobs that are matched to your skills and experience.

This AI tool also assists our recruiters in assessing and evaluating your job application. This tool is a matching model based on factors such as the skills specified in the job description and specific selection criteria our recruitment teams have configured. We do not make decisions about Applicants solely based on the results of the matching model.

While we are confident that our technology works and that it can provide you significant benefits, we understand that not everyone is comfortable with the use of matching AI for recruitment purposes. If you have any questions about this, or would like to request an alternative selection process, please contact us at [Recruiting-support@fortive.com](mailto:Recruiting-support@fortive.com)

#### Where do we store your personal data?

Your personal data may be disclosed to our recruiters and service providers based in the U.S as well as other Fortive affiliates. When we transfer your personal data to recipients located outside of Australia, we will take reasonable steps to ensure that the receiving entity does not breach applicable privacy and data protection laws.

#### How do we keep your personal data secure?

We ensure the security of your personal data by implementing a specific set of technical and organizational security measures that are based on controls that call for the use of encryption, firewalls, and other measures that ensure we provide a level of security appropriate to the risk presented by a particular situation.

We also take steps to ensure all our subsidiaries, agents, affiliates, and suppliers employ adequate levels of security.

#### What rights do you have in relation to the personal data we hold on you?

By law, you have a number of rights when it comes to your personal data. Further information and advice about your rights can be obtained from the data protection authority in your country.

- Right of access: You can request access to the personal data we hold about you. If you make a request to access the personal information we hold about you, we may charge you for giving access to that personal information. The charge will not be excessive and will not apply to the making of the access request;
- Right to rectification: If you make a request for us to correct personal information we hold about you, we will take such steps (if any) as are reasonable in the circumstances to correct that information to ensure that, having regard to the purpose for which it is held, the information is accurate, up-to-date, complete, relevant and not misleading;
- Right to lodge a complaint: If you have any questions or concerns about our collection, use or disclosure of personal information, or if you believe that we have not complied with this privacy notice or the Privacy Act, please contact us as set out below. We will investigate the complaint and determine whether a breach has occurred and what action, if any, to take. When contacting us, please provide as much detail as possible in relation to the query, issue or complaint. We can be contacted at the details set out in this notice.

We expect our procedures will deal fairly and promptly with your complaint. However, if you remain dissatisfied, you can also make a formal complaint with the Office of the Australian Information Commissioner (**OAIC**) (which is the regulator responsible for privacy in Australia). For more information, the OAIC's website is [www.oaic.gov.au](http://www.oaic.gov.au) and their contact line is 1300 363 992.

You can also unsubscribe from newsletters, announcements, and other promotional communications you have received from us by following the unsubscribe link included at the bottom of each email. Please note that you may receive non-promotional communications to the extent permitted by law.

#### How can you make a request to exercise your rights?

To exercise any of the rights above, or to ask a question, please contact us through our webform or by using the contact details below.

#### How can you contact us?

If you have questions on the processing of your personal data, would like to exercise any of your rights, or are unhappy with how we've handled your information, please contact us:

**postal mail at:**

Legal Department Fortive Corporation  
6920 Seaway Blvd Everett,  
Washington 98203  
USA

**by webform:** [Click here.](#)

**by email at:** [corporatehr@fortive.com](mailto:corporatehr@fortive.com)