

ALVAREZ & MARSAL

Recruitment Privacy Notice Supplement (Australia)

Effective Date: January 1, 2026

This *Recruitment Privacy Notice Supplement (Australia)* ("*Australia Recruitment Privacy Supplement*") is provided to you by **Alvarez & Marsal Holdings, LLC** ("*Holdings*") on behalf of itself and its subsidiaries, and any other professional services companies operating under the Alvarez & Marsal (or A&M) brand, that process personal information about job applicants ("*you*") located in Australia. The term "*job applicant*" includes individuals who (i) apply for a position with A&M, (ii) join the A&M Talent Network without applying for a specific position, (iii) are identified by A&M's search efforts, whether or not recruited by A&M, (iv) are presented as candidates to A&M by third parties, such as executive recruiters or staffing agencies, or (v) contact A&M to enquire about potential roles. As used in this Australia Recruitment Privacy Notice, the terms "*A&M*", "*we*", "*us*" or "*our*" refers to the relevant A&M entity that acts as the controller of your personal information.

This Australia Recruitment Privacy Supplement constitutes a Local Privacy Supplement as referred to in A&M's [Global Recruitment Privacy Notice](#). It provides additional information to, and must be read in conjunction with, our Global Recruitment Privacy Notice. In the event of any conflict between this Australia Recruitment Privacy Supplement and A&M's Global Recruitment Privacy Notice, this Australia Recruitment Privacy Supplement will prevail.

This Australia Recruitment Privacy Supplement provides information regarding:

- 1) [The controller of your personal information.](#)
- 2) [The categories of personal information we collect.](#)
- 3) [Collection of sensitive personal information.](#)
- 4) [Use and disclosure of personal information.](#)
- 5) [Use and disclosure of government-issued identifiers.](#)
- 6) [Cross border transfers of personal information.](#)
- 7) [Your individual rights.](#)
- 8) [How to contact us.](#)

As used herein, "*Applicable Data Protection Laws*" specifically means all laws, rules and regulations of Australia applicable to the processing of personal information, including without limitation the Privacy Act 1988 (Cth) ("*Privacy Act*"), including the Australian Privacy Principles ("*APPs*"), and relevant state or territory privacy laws.

This Australia Recruitment Privacy Supplement does not constitute or form any part of an employment, directorship, ownership, partnership, independent contractor or any other type of agreement with us or confer any contractual right on you or place any contractual obligations on us. If you become an employee, officer, partner, independent contractor, or any other category of worker, you will be provided with our Global Workplace Privacy Notice and Australia Workplace Privacy Supplement, which supersede this notice.

1. The Controller of Your Personal Information

Depending on the nature of A&M's processing activity, the **controller** of your personal information will be (i) the local A&M entity considering you as a job applicant (including, as of the date of this Australia Recruitment Privacy Supplement, **Alvarez & Marsal Australia**), (ii) our top-level entity within Australia, if different, (iii) Holdings (which is our top-level parent, located in the United States), and/or (iv) other Holdings subsidiaries and members of the A&M group, including Alvarez & Marsal Europe LLP (located in the United Kingdom). Where more than one A&M entity jointly acts as the controller of your personal information, we will have entered into an appropriate Intra-Group Personal Data Sharing and Transfer Agreement.

[Return to top of page.](#)

2. Categories of Personal Information We Collect

All references to “**personal information**” in our [Global Recruitment Privacy Notice](#) and this Australia Recruitment Privacy Supplement shall be understood to refer exclusively to “**personal information**” as defined under Privacy Act Sect. 6(1). Specifically, this means “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”.

All references to “**government-issued identifiers**” in our [Global Recruitment Privacy Notice](#) and this Australia Recruitment Privacy Supplement shall be understood to refer exclusively to “**government related identifiers**” as defined under Privacy Act Sect. 6(1). Specifically, this means any identifier (i.e., number, letter or symbol, or a combination of any or all of those things, that is used to identify an individual or to verify the identity of an individual, but excluding an individual’s name, an individual’s Australian Business Number (ABN), and anything else prescribed by the regulations made under the Privacy Act) as issued by or on behalf of an applicable Federal, State or Territory government body. Examples of government related identifiers include, without limitation, Medicare number; Centrelink Reference Number; Tax File Numbers; driver licence number issued by State and Territory authorities; and Australian passport number.

Notwithstanding anything in our [Global Recruitment Privacy Notice](#) to the contrary, personal information includes publicly available information.

All references to “**sensitive personal information**” in our [Global Recruitment Privacy Notice](#) and this Australia Recruitment Privacy Supplement shall be understood to refer exclusively to “sensitive information” as defined under Privacy Act Sect. 6(1). Specifically, this means: (a) information or an opinion about an individual’s: (i) racial or ethnic origin; (ii) political opinions; (iii) membership of a political association; (iv) religious beliefs or affiliations; (v) philosophical beliefs; (vi) membership of a professional or trade association; (vii) membership of a trade union; (viii) sexual orientation or practices; (ix) criminal record; in each case that is also personal information; (b) health information about an individual; (c) genetic information about an individual that is not otherwise health information; (d) biometric information that is to be used for the purpose of automated biometric verification or biometric identification; or (e) biometric templates.

[Return to top of page.](#)

3. Collection of Sensitive Personal Information

A&M collects sensitive personal information for the purposes described in our [Global Recruitment Privacy Notice](#) (in particular, **Section 4** (“Use of Personal Information”) and **Annex 1, Table 2** (specifying the categories and types of sensitive personal information collected for each purpose)).

A&M will obtain your consent to such collection, unless an exception under Applicable Data Protection Law applies. Exceptions include, but are not limited to, circumstances where: (a) the collection of the information is required or authorised by or under an Australian law or a court/tribunal order; or (b) a **permitted general situation** (as described in [Annex 1](#)) exists in relation to the collection of the information by A&M.

CONSENT STATEMENT: *By providing A&M with your sensitive personal information for the purposes described in our [Global Recruitment Privacy Notice](#), you consent to A&M’s collection, holding, use and disclosure of that sensitive personal information for the identified purpose(s), to the extent that your consent is required under the Privacy Act. You are not required to consent where consent is not legally necessary; however, if you do not provide information needed for the relevant purpose, we may not be able to process your application for*

recruitment, correspond with you or, if your application is successful, subsequently perform our obligations as an employer (e.g., administer payroll, relevant employment benefits, claims, access or compliance processes).

[Return to top of page.](#)

4. Use and Disclosure of Personal Information

A&M uses and discloses your personal information for the purposes described in our [Global Recruitment Privacy Notice](#) (“primary purpose”) (in particular, Section 4 (“Use of Personal Information”), Section 6 (“Disclosure of Personal Information”), and Annex 1, Table 2 (specifying the categories and types of personal information collected and used for each purpose)). A&M will obtain your consent for the use and/or disclosure of your personal information for purposes other than the primary purposes (“secondary purpose”) unless an exception under Applicable Data Protection Law applies, including but not limited to the following circumstances:

- (a) you would reasonably expect A&M to use or disclose the information for the secondary purpose and the secondary purpose is: (i) if the information is sensitive personal information — directly related to the primary purpose; or (ii) if the information is not sensitive personal information — related to the primary purpose; or
- (b) the use or disclosure of the information is required or authorised by or under an Australian law or a court/tribunal order; or
- (c) a “**permitted general situation**” (as described in [Annex 1](#)) exists in relation to the use or disclosure of the information by A&M; or
- (d) A&M reasonably believes that the use or disclosure of the information is reasonably necessary for one or more enforcement related activities conducted by, or on behalf of, an enforcement body (as defined under the Privacy Act).

We store most information about you in computer systems and databases operated by either us or our external service providers. Some information about you is recorded in paper files that we store securely. For information regarding our security practices, please refer to our [Global Recruitment Privacy Notice](#) (in particular, Section 8 (“Confidentiality and Security”)).

[Return to top of page.](#)

5. Use and Disclosure of Government-Issued Identifiers

A&M uses and discloses government-issued identifiers comprised of your personal information for the purposes described in our [Global Recruitment Privacy Notice](#) (in particular, Section 4 (“Use of Personal Information”), Section 6 (“Disclosure of Personal Information”), and Annex 1, Table 2 (specifying the categories and types of personal information collected and used for each purpose)); provided, that, unless an exception under Applicable Data Protection Law applies, our use and disclosure is limited to the following circumstances:

- (a) the use or disclosure of the identifier is reasonably necessary for A&M to verify your identity for the purposes of its activities or functions; or
- (b) the use or disclosure of the identifier is reasonably necessary for A&M to fulfil its obligations to an agency or a State or Territory authority; or
- (c) the use or disclosure of the identifier is required or authorised by or under an Australian law or a court/tribunal order; or

- (d) a “permitted general situation” (as described in [Annex 1](#)) exists in relation to the use or disclosure of the identifier; or
- (e) A&M reasonably believes that the use or disclosure of the identifier is reasonably necessary for one or more enforcement related activities conducted by, or on behalf of, an enforcement body; or
- (f) to the extent A&M is an organization prescribed by regulations – the identifier is prescribed by regulations and A&M’s adoption of the identifier is in circumstances prescribed by regulations.

[Return to top of page.](#)

6. Cross Border Transfers of Personal Information

A&M is a global company with offices around the world and with its parent company located in the United States. Except where prohibited by (and subject to the requirements of) Applicable Data Protection Laws, A&M may disclose the personal information that we hold about you to overseas recipients, including other members of the A&M group, service providers, and other third parties, for the purposes set out in our [Global Recruitment Privacy Notice](#). In general, we may transfer your personal information to the United States and to other countries where A&M has offices. For a list of A&M’s office locations, please refer to our website at: <https://www.alvarezandmarsal.com/global-locations>. Where required by Applicable Data Protection Laws, we take such steps as are reasonable in the circumstances to ensure that the overseas recipient does not breach the relevant Australian Privacy Principles in relation to the transferred information.

Internal Transfers

When we transfer your personal information within the A&M group to countries or territories outside of Australia, it is pursuant to a companywide Intra-Group Personal Data Sharing and Transfer Agreement (“IGA”) that complies with Applicable Data Protection Laws with respect to transfers of personal information outside of Australia. Our IGA sets out, among other things, the types of personal information to be disclosed and the purposes of disclosure; a requirement that the overseas recipient complies with the APPs in relation to the collection, use, disclosure, storage and destruction or de-identification of personal information (and, further, a requirement for the recipient to enter a similar contractual arrangement with any third parties to whom it discloses the personal information); and data breach management.

External Transfers

When we transfer your personal information to third parties (including, but not limited to, processors) located in countries or territories outside of Australia, it is our policy to ensure that recipients are contractually bound to maintain appropriate levels of data protection, security and confidentiality, and to comply with the requirements of Applicable Data Protection Laws for transfers of personal information outside of Australia. We take reasonable steps to ensure that our agreements with third parties set out, among other things, the types of personal information to be disclosed and the purpose of disclosure; a requirement that the overseas recipient complies with the APPs or equivalent standards in relation to the collection, use, disclosure, storage and destruction or de-identification of personal information (and, further, a requirement for the recipient to enter a similar contractual arrangement with any third parties to whom it discloses the personal information (e.g., subcontractors)); and data breach management.

[Return to top of page.](#)

7. Individual Rights

Unless an exception under Applicable Data Protection Law applies, you may have specific rights under Applicable Data Protection Laws regarding the personal information we collect and process about you. These rights are

designed to give you greater transparency and control over your personal information. In particular, you may have the following rights:

(1) Right of Access (APP 12). You may request access to the personal information we hold about you.

- ✓ **Please note:** The right of access is subject to certain limitations and exemptions. We are not required to give you access to your personal information to the extent that: (a) we reasonably believe that giving access would pose a serious threat to the life, health or safety of any individual, or to public health or public safety; (b) giving access would have an unreasonable impact on the privacy of other individuals; (c) the request for access is frivolous or vexatious; (d) the information relates to existing or anticipated legal proceedings between us, and would not be accessible by the process of discovery in those proceedings; (e) giving access would reveal the intentions of A&M in relation to negotiations with you in such a way as to prejudice those negotiations; (f) giving access would be unlawful; (g) denying access is required or authorised by or under an Australian law or a court/tribunal order; (h) we have reason to suspect that unlawful activity, or misconduct of a serious nature, that relates to our functions or activities has been, is being or may be engaged in; and giving access would be likely to prejudice the taking of appropriate action in relation to the matter; (i) giving access would be likely to prejudice one or more enforcement related activities conducted by, or on behalf of, an enforcement body; or (j) giving access would reveal evaluative information generated within A&M in connection with a commercially sensitive decision-making process.

(2) Right to Rectification (APP 13). If your personal information is inaccurate, out of date, incomplete, irrelevant or misleading, or if you request that we correct your information, 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.

(3) Right to Lodge a Complaint. If you have a complaint about the way in which we have handled any privacy issue, including your request for access or correction of your personal information, you should contact us. Our contact details are set out in [Section 8](#). We will consider your complaint and determine whether it requires further investigation. We will notify you of the outcome of this investigation and any subsequent internal investigation. If you remain unsatisfied with the way in which we have handled a privacy issue, you may approach an independent adviser or contact the Office of the Australian Information Commissioner (OAIC) (www.oaic.gov.au) for guidance on alternative courses of action that may be available.

A&M will make reasonable efforts to accommodate your requests but is under no obligation to honour any specific request absent a legal requirement. If we cannot honour your request or are under no legal obligation to do so, including where a limitation or exception is provided for under Applicable Data Protection Laws, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

To exercise any of your privacy rights, or to submit any request or complaint regarding the processing of your personal information, please contact us in writing using any of the contact methods provided in [Section 8](#).

[Return to top of page.](#)

8. [Contact Us](#)

To exercise any of your individual rights, or to submit any request or complaint regarding our processing of your personal information, please contact us at:

Human Resources	HRAustralia@alvarezandmarsal.com
Webform	Available through A&M's Website Privacy Notice ("Individual Rights") (here).

[Return to top of page.](#)

[Annex 1](#)

Permitted General Situation

A “**permitted general situation**” means:

- (1) In respect of **personal information** or a **government-issued identifier**:
 - (a) it is unreasonable or impracticable to obtain your consent to the collection, use or disclosure; and A&M reasonably believes that the collection, use or disclosure is necessary to lessen or prevent a serious threat to the life, health or safety of any individual, or to public health or safety; or
 - (b) A&M has reason to suspect that unlawful activity, or misconduct of a serious nature, that relates to A&M’s functions or activities has been, is being or may be engaged in; and A&M reasonably believes that the collection, use or disclosure is necessary in order for A&M to take appropriate action in relation to the matter;
- (2) In respect of **personal information** (only):
 - (a) it is unreasonable or impracticable to obtain your consent to the collection, use or disclosure; and A&M reasonably believes that the collection, use or disclosure is necessary to lessen or prevent a serious threat to the life, health or safety of any individual, or to public health or safety; or
 - (b) A&M has reason to suspect that unlawful activity, or misconduct of a serious nature, that relates to A&M’s functions or activities has been, is being or may be engaged in; and A&M reasonably believes that the collection, use or disclosure is necessary in order for A&M to take appropriate action in relation to the matter.

[Return to top of page.](#)