

RECRUITMENT PRIVACY STATEMENT

April 2026



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1. Summary

At Westpac, we're committed to protecting your privacy. This Statement explains how we collect, use, share and protect your personal information during the recruitment process.

Personal information means information about an identifiable individual such as your name, contact details and other information relevant to assessing your application.

By submitting your application, you authorise Westpac to collect information about you from third parties, identified in **3. How we collect information**, for any use identified in **4. How we use information**.

This Statement applies to all people applying to work at Westpac. You can request a copy at any time by emailing careers@westpac.co.nz. We may update this policy from time to time, so please review it regularly.

If your application is successful.

We will use personal information collected during recruitment to progress and assess your application and create your employee profile. From the time you accept an offer or confirm an independent contractor relationship, your personal information will be handled under Westpac's Privacy Statement – Staff Personal Information (available on Connect).

If your application is unsuccessful.

Westpac retains personal information relating to unsuccessful job applicants for up to two years following the conclusion of the recruitment process, This helps us respond to queries, consider you for suitable future roles, and reduce duplication if you reapply. After which the data is securely deleted, unless the applicant reapplies within that period and the retention window resets.

2. Who we are

Westpac New Zealand Limited and related entities within the Westpac Group—including Westpac New Zealand Limited, Westpac Banking Corporation (ABN 33 007 457 141) and its New Zealand operations, as well as all related entities, are responsible for managing the personal information we collect during the recruitment process.

Our registered address is Westpac on Takutai Square, 16 Takutai Square, Auckland 1010.

To support recruitment, we work with trusted third-party providers, which may include:

- Recruitment agencies
- Background-check providers (e.g., CV Check)
- Technology providers (e.g., Workday)
- Data storage providers.

When you apply through our Careers website, your application is processed via the Workday platform.

3. How we collect information

Westpac will only collect your personal information lawfully and fairly. We collect information in three ways:

- Directly from you (e.g., application form, CV, video interviews)
- Generated by us during the process
- Indirectly - information about you from other organisations or people. This includes information provided by recruitment agencies, referees, background-checking providers, government agencies and public sources, where this is relevant to your application and permitted by law.

This Privacy Statement (including Appendix A) explains the types of organisations we may collect information from and is provided to you as part of the recruitment process to notify you of that indirect collection for the purposes of information privacy principle 3A of the Privacy Act 2020.

Providing your personal information is voluntary, but if you do not provide requested details, we may be unable progress your application.

Examples of information we collect directly or create:

- Name, contact details, pronouns, date/place of birth
- Education, work history, memberships, professional associations
- Ethnicity, cultural affiliations, the languages you speak
- Identification documents (passport, driver licence)
- Immigration status and right to work
- Health or disability information relevant to support you through the recruitment process
- Psychometric or other assessment results
- Conflicts of interest, memberships, shareholdings
- Concerns or questions about the recruitment process.

Examples of information we collect indirectly (with your consent):

- Criminal conviction checks
- Qualification verification
- Right to work checks
- Verified ID
- Professional Registration for applicable roles
- Directorship
- Employment history confirmation
- Credit and insolvency checks
- AML/CFT and sanctions screening
- References
- Additional probity checks for senior roles.

Public sources.

We may review publicly available information (e.g., LinkedIn), if relevant to your application.

If you provide us someone else's information (e.g., referee):

You must inform them that you are sharing their details and that Westpac will handle their information in accordance with this statement.

4. Biometric information

In limited circumstances, Westpac may collect or use biometric information from candidates as part of the recruitment process, for example during assessments, interviews, or identity verification activities. Where this occurs, we will inform you in advance, explain the purpose, seek your consent, and outline any reasonable alternatives available if you do not wish to use an option involving biometric information.

5. How we use information

We use your personal information to:

- Assess your application and verify your identity
- Consider you for other roles (with your consent)
- Communicate with you
- Conduct pre-employment checks (e.g., criminal, credit, AML/CFT)
- Meet legal obligations
- Share your information with law enforcement, regulators and government agencies, including foreign government agencies, where required or authorised by law
- Analyse data to improve processes, recruitment, and better support you
- Any other purpose permitted or required by law.

Your information will not be used for unrelated purposes, without first obtaining your consent.

6. Sharing your information

We share your personal information only as needed for recruitment:

- With internal and external recruitment teams and hiring managers
- With referees (such as role details)
- With third-party providers who conduct background checks
- With agencies you authorise (e.g., credit reporters)
- With authorities where legally required.

Your information will not be shared for unrelated purposes, without first obtaining your consent.

7. How we protect information

To protect your personal information against loss, unauthorised access and disclosure, or any other misuse we use a range of physical and electronic data security measures including:

- Controlled system access
- Mandatory security policies and training for staff
- Regular monitoring and compliance checks

8. Your rights

You can request access to and correction of your personal information by emailing careers@westpac.co.nz

We may withhold information in limited cases (e.g., confidential referee comments or third-party privacy). If we refuse, we'll explain why.

9. Updating your information

Before using your personal information, we will take reasonable steps to confirm its accuracy.

Please ensure your details are complete and current, and let us know promptly if anything changes. You can update your information at any time using the contact details provided below or in Workday.

10. How to get in touch with us

If you have any concerns about how we or our service providers have collected, used, stored or shared your personal information, or about how we've handled your request to access or correct it, please contact us first at careers@westpac.co.nz

If we can't resolve your concern, you can make a complaint to the **Office of the Privacy Commissioner** by:

- Completing the online form at www.privacy.org.nz, or
- Writing to Office of the Privacy Commissioner, PO Box 10-094, The Terrace, Wellington 6143.

This Privacy Statement is governed by New Zealand law. We collect, use, store, share and retain personal information in accordance with the Privacy Act 2020 and other applicable New Zealand laws. The courts of New Zealand have non-exclusive jurisdiction.

Appendix A

Below is a list of third parties who we may collect personal information from and share personal information with. You can review their privacy policies on their respective websites to understand how they handle personal information.

Agencies	Information we may collect	Information we may share	Why we collect the information
Xref (NZ) Limited xref.com	<ul style="list-style-type: none"> • Referee details • Referee responses • Employment history • Role performance feedback. 	<ul style="list-style-type: none"> • Candidate identification details • Role applied for • Referee contact details. 	<ul style="list-style-type: none"> • Conduct reference checks.
CVCheck cvcheck.com/nz	<ul style="list-style-type: none"> • Identity verification (including document verification) • Criminal history checks (where legally permitted under AML/CFT Act 2009) • Employment and education verification • Global background screening (where applicable) • Credit history and financial probity checks (where relevant to the role) • Adverse media and sanctions screening (where applicable). 	<ul style="list-style-type: none"> • Candidate identification details consent records • Role requirements CV's. 	<ul style="list-style-type: none"> • Conduct background checks and confirming identity.
Hirevue hirevue.com	<ul style="list-style-type: none"> • Video interview responses • Audio recordings • Interview metadata • Assessment results. 	<ul style="list-style-type: none"> • Candidate identification details • Interview invitation details. 	<ul style="list-style-type: none"> • Conduct virtual online interview.

Agencies	Information we may collect	Information we may share	Why we collect the information
First Advantage fadv.com	<ul style="list-style-type: none"> • Identity verification (including document verification), criminal history checks (where legally permitted) • Employment and education verification • Global background screening (where applicable) • Credit history and financial probity checks (where relevant to the role) • Adverse media and sanctions screening (where applicable). 	<ul style="list-style-type: none"> • Candidate identification details consent records • Role requirements. 	<ul style="list-style-type: none"> • Conduct background checks and confirming identity.
Immigration NZ immigration.govt.nz	<ul style="list-style-type: none"> • Visa status • Work entitlement information. 	<ul style="list-style-type: none"> • Candidate identification details • Visa reference details. 	<ul style="list-style-type: none"> • Check visa status and work eligibility (authorised under the Immigration Act 2009).
Equifax equifax.co.nz	<ul style="list-style-type: none"> • Credit history • Credit-related information (where relevant to the role). 	<ul style="list-style-type: none"> • Candidate identification details • Consent records. 	<ul style="list-style-type: none"> • Conduct credit check.
Seek NZ seek.co.nz	<ul style="list-style-type: none"> • Candidate profile data • CVs and cover letters • Application history • Messaging between candidates and recruiters. 		<ul style="list-style-type: none"> • To identify and assess potential candidates for current or reasonably anticipated job opportunities • To contact candidates who have made their information available for recruitment opportunities.

Agencies	Information we may collect	Information we may share	Why we collect the information
<p>Recruitment agency supplier:</p> <ul style="list-style-type: none"> • Williams Legal Recruitment williamslegalrecruitment.co.nz • Find Recruitment findrecruitment.co.nz • JOYN Limited joyn.co.nz • Kerridge and Partners Limited kerridgepartners.com • Younity Limited younity.co.nz • Robert Walters robertwalters.co.nz • Tyler Wren tylerwren.co.nz • Alexander James alexanderjames.co.nz • Cultivate People Limited cultivate.co.nz • Mosaci FS mosaicfsi.com • Comspek International Limited comspek.co.nz 	<ul style="list-style-type: none"> • Candidate CVs employment history • Skills and qualifications interview notes • Referee details. 	<ul style="list-style-type: none"> • Role requirement • Hiring manager details interview outcomes. 	<ul style="list-style-type: none"> • Recruit candidates and conduct reference & background checks.



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