

Privacy Policy

Megavar Pty Ltd, ABN 88 104 344 765. Version 1.0, October 2026.

1. About this policy

Megavar Pty Ltd (Megavar, we, us, our) provides high voltage engineering, testing, commissioning, maintenance, design and test equipment hire services across Australia. We are bound by the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs).

This policy explains what personal information we collect, how we collect and hold it, what we use it for, who we share it with, and how you can access or correct it or make a complaint. It applies to personal information we collect through our website, megavar.com.au, and in the course of our business.

2. The personal information we collect

The personal information we collect depends on how you deal with us.

Enquiries and quotes. When you contact us through the website, by email or by phone we collect your name, email address, phone number, organisation, role and the content of your enquiry, including any project or site details you give us.

Equipment hire customers. When you hire test equipment we collect the details needed to set up and manage the hire: the contact person, delivery address, business name and ABN, purchase order and invoicing details, and where required, evidence of the qualifications or licences of the person who will operate the equipment and insurance details.

Clients, head contractors and site contacts. When we deliver services we collect the names and contact details of client, contractor and asset owner personnel we deal with, records of correspondence, and the information needed for site access and inductions.

Job applicants. When you apply for a position or submit an expression of interest we collect your name, contact details, resume, qualifications, licences, work history, right to work in Australia and referee details. If you are a candidate for sponsorship we may also collect visa and immigration details with your consent.

Website visitors. When you visit our website we automatically collect technical information such as your IP address, browser and device type, the pages you view, how you arrived at the site and how you interact with it. See section 6.

Sensitive information. Where reasonably necessary for recruitment, sponsorship, safety or site access, we may collect sensitive information, such as relevant health or criminal history information. We obtain your consent unless the Privacy Act permits collection without it, we explain why the information is needed, and we limit its use and disclosure to that purpose or



another basis permitted by law. Please do not include sensitive information in a general enquiry or initial application unless we ask for it.

3. How we collect it

We collect personal information directly from you when you complete a form on our website, email or call us, request a quote, hire equipment, engage us for services or apply for a job. We may also collect it from your employer or the head contractor on a project, from referees you nominate, from publicly available sources such as LinkedIn, and automatically through our website as described in section 6.

You can make a general enquiry without giving your name, or using another name, where practicable. We will need to identify you to arrange a hire, provide particular services, assess a job application or meet a legal requirement.

If you do not provide information reasonably needed to handle your enquiry, arrange a hire, meet site access requirements or assess an application, we may be unable to provide the relevant service or progress your application.

If you give us another person's information, such as a site contact or a referee, please ensure you are authorised to provide it and, where appropriate, tell them that you have done so and direct them to this policy. We take reasonable steps to make sure they are aware of how we handle their information.

If we receive personal information we did not ask for, we assess whether we could lawfully have collected it. If not, we destroy or de-identify it as soon as practicable where it is lawful and reasonable to do so.

4. Why we collect, hold and use it

We collect, hold and use personal information to:

- respond to enquiries and provide quotes
- deliver our engineering, testing, commissioning, maintenance and design services and manage our relationships with clients and contractors
- set up, deliver, support and invoice equipment hires and recover equipment and amounts owed
- meet site access, induction, safety and licensing requirements on the projects we work on
- assess job applications, carry out reference checks and manage recruitment and sponsorship
- send service communications and, with your express consent or consent that may lawfully be inferred from our dealings with you, marketing communications about our services, equipment and industry updates



- operate, secure and improve our website and understand how it is used
- comply with our legal, contractual, accreditation and insurance obligations and manage disputes

We only collect personal information that is reasonably necessary for these purposes.

5. Who we share it with

We share personal information with third parties only where it is necessary for the purposes above, where you consent, or where the law requires or permits it. Those third parties may include:

- service providers that support our business, including cloud productivity, email and document management, website hosting, business and accounting systems, analytics and recruitment providers
- migration agents and government agencies, where needed to assess or arrange sponsorship or meet migration obligations
- clients, head contractors and asset owners, where your details are needed for site access, inductions, safety records or project records
- freight carriers, for equipment deliveries and collections
- insurers, auditors, accreditation bodies, lawyers and other professional advisers
- regulators, law enforcement and courts where required by law
- prospective purchasers and their advisers in connection with a proposed business transaction, where disclosure is permitted by privacy law and subject to appropriate confidentiality safeguards

Overseas disclosure. We use service providers that may store, access or process personal information outside Australia, including in the United States. Before disclosing personal information overseas we take the reasonable steps required by the Privacy Act to ensure the recipient handles it consistently with the APPs, unless a legal exception applies.

We do not sell personal information and we do not provide it to third parties for their own marketing.

6. Cookies, analytics and tracking

Our website uses cookies and similar technologies. Some are needed for the site to work, such as remembering the items in your equipment quote list. Others help us understand how the site is used so we can improve it.

We use Google Analytics 4 to analyse website traffic and Microsoft Clarity to understand how visitors use our pages through interaction data, heatmaps and session replays. Google Tag Manager manages the deployment of website tags. Depending on the tool and its settings, the



information processed may include device and browser details, identifiers, pages visited, referring pages, clicks, scrolling and other interactions. These services may use cookies and process information overseas. Further information is available in the Google Privacy Policy and the Microsoft Privacy Statement.

We use these tools for website analytics and improvement, not to provide visitor information for third-party advertising.

You can control cookies through your browser settings, and you can opt out of Google Analytics through the Google Analytics opt-out browser add-on. Blocking cookies may affect some features of the site.

7. Direct marketing

We send marketing emails and other commercial electronic messages only where we have your express consent or consent that may lawfully be inferred from our dealings with you. Each message identifies us and provides a simple unsubscribe option. You can also opt out using the contact details in section 12. We action unsubscribe requests within five working days.

8. How we hold and protect it

We hold personal information principally in Microsoft 365 and our business systems. We take reasonable technical and organisational measures to protect it against misuse, interference, loss and unauthorised access, modification or disclosure, including restricting access to staff who need it to do their jobs, the security controls of our cloud platforms, and confidentiality obligations on all staff and contractors. No system is completely secure, and we cannot guarantee the security of information you send to us over the internet.

We keep personal information only for as long as it is needed for the purposes above or as required by law, including record-keeping obligations under tax, corporations and work health and safety laws. We normally keep unsuccessful applications for up to 12 months after the recruitment process ends so that we can consider you for other roles. You may ask us to stop considering you for future roles and to delete application material we no longer need. We may keep relevant records for longer where required by law or reasonably necessary to establish, exercise or defend legal claims or to meet sponsorship obligations. When information is no longer needed we destroy it or remove the identifying details so that it is no longer personal information.

9. Access and correction

You can ask for access to the personal information we hold about you, and ask us to correct it if it is inaccurate, out of date, incomplete, irrelevant or misleading. Contact us using the details in section 12. We may need to verify your identity. We respond within a reasonable period, normally within 30 days. There is no fee to request access or correction; if providing access involves a reasonable charge, we will explain it beforehand. If we refuse access or correction we will give you a written explanation, except where the law permits us not to give reasons, and



tell you how to complain. If we decline a correction you may ask us to attach a statement of your disagreement to the information, and if you ask us to notify another organisation of a correction we have made, we will take reasonable steps to do so unless that is impracticable or unlawful.

10. Complaints

If you have a concern about how we handle personal information, contact our Privacy Officer using the details in section 12. We will review your complaint, make appropriate enquiries and give you a response explaining our findings and any action we propose. We aim to acknowledge complaints within seven days and respond within 30 days; if we need longer we will explain why and give you an expected response date. If you are not satisfied with our response, or we have not responded within 30 days, you can complain to the Office of the Australian Information Commissioner at oaic.gov.au or on 1300 363 992. This complaints process does not limit any rights or remedies available to you under law.

11. Data breaches and links to other sites

We assess suspected data breaches and take steps to contain them and reduce harm. Where an eligible data breach occurs we notify the Office of the Australian Information Commissioner and affected individuals as required by the Notifiable Data Breaches scheme, as soon as practicable.

Our website contains links to other websites, including manufacturer datasheets and social media. We are not responsible for the privacy practices of those sites.

12. Contact us

Privacy Officer, Megavar Pty Ltd

4/2 Kennedy Drive, Cambridge TAS 7170

service@megavar.com.au or 1300 730 499

You can request a free copy of this policy, including in another accessible format, using these contact details.

13. Changes to this policy

We may update this policy from time to time. The current version is always available at megavar.com.au, and the version number and date at the top of this document show when it was last changed.