



WORKPLACE CAMERA SURVEILLANCE NOTICE

1. PURPOSE

- 1.1 This is notice that continuous and ongoing camera surveillance will be carried out in Fitzpatrick Group's premises. Anyone attending the premises may regularly be subject of surveillance.
- 1.2 If you are an existing employee of Fitzpatrick Group at the time of receiving this notice, surveillance will commence 14 days after the date of this notice. If you are yet to commence employment with Fitzpatrick Group at the time of receiving this notice, surveillance will commence immediately upon the commencement of your employment with Fitzpatrick Group.
- 1.3 You may consult with us about the conduct of the surveillance prior to its commencement.

2. WHAT WILL THE SURVEILLANCE RECORDS BE USED FOR?

- 2.1 Fitzpatrick Group may use and disclose the surveillance records where that use or disclosure is:
- (a) for a purpose related to the employment of employees or related to Fitzpatrick Group's business activities;
 - (b) to a law enforcement agency in connection with an offence;
 - (c) in connection with legal proceedings;
 - (d) as reasonably believed to be necessary to avert an imminent threat of serious violence or substantial damage to property;
 - (e) for a legitimate purpose in relation to any of Fitzpatrick Group's employees or the legitimate business activities or functions of Fitzpatrick Group; or
 - (f) to a member of a law enforcement agency for use in connection with the detection, investigation or prosecution of an offence;
 - (g) for a purpose directly or indirectly related to a civil or criminal proceeding; and/or
 - (h) where Fitzpatrick Group reasonably believes that the use or disclosure of the record is necessary to avoid an imminent risk of death of, or serious injury to, someone or substantial damage to property.
- 2.2 Examples of instances in which use or disclosure of surveillance records might occur include (but, are not limited to), if there is an assault, or suspected assault of a person, suspected theft of Fitzpatrick Group's property (or that of a related corporation of Fitzpatrick Group) or damage to Fitzpatrick Group's equipment or facilities.

Management of Fitzpatrick Group

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