WORKPLACE CAMERA SURVEILLANCE NOTICE

1. PURPOSE

1.1 This is notice that continuous and ongoing camera surveillance will be carried out in Hope Diving Services Australia Pty Ltd's premises. Anyone attending the premises may regularly be subject of surveillance.

1.2 If you are an existing employee of HDSA 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 HDSA Group at the time of receiving this notice, surveillance will commence immediately upon the commencement of your employment with HDSA 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 HDSA 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 HDSA 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 HDSA Group's employees or the legitimate business activities or functions of HDSA 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 HDSA 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 HDSA Group's property (or that of a related corporation of HDSA Group) or damage to HDSA Group's equipment or facilities.

Management of Hope Diving Services Australia Pty Ltd