

## **Smith & Nephew ANZ** **Privacy Notice**

S+N Pty Limited and S+N Limited (**S+N, we, us, our**) are committed to upholding the Australian and New Zealand Privacy Principles (as applicable) and the applicable Australian and New Zealand privacy legislation. This privacy notice applies to personal information that S+N collects and describes how S+N and the companies of the S+N group will collect and use personal information collected by it.

**This privacy notice applies in addition to, and does not limit, our rights and obligations under applicable laws or any specific authorisation that you provide to us when you interact with us.**

### **Collection Notice**

S+N collects the personal information for the purposes of allowing you to register your interest in the on-line and face-to-face training courses and events on S+N products (**Training**), to allow us to assess your suitability for participate in Trainings and to coordinate your participation in any Training. We may use this information to keep you informed of services relating to Trainings and other professional opportunities (including educational opportunities) in which you may be interested. If you do not provide your information then we cannot register your interest in Activities, assess your suitability for any Activities or coordinate your participation in Activities. We may share your personal information with third parties for these purposes (for example, the training surgeons and healthcare facilities at which visiting surgeon programs, assessing suitability to participate in clinical programs). Some of our third party service partners are located overseas and your information may be stored overseas. This privacy notice contains more information about how we deal with personal information, your right to access and correct your information and our privacy complaint process. S+N can be contacted using out contact details set out below under 'How to Contact Us'.

Our processing of your personal information is based on your consent, or because it is necessary for us to register your interest in, assess your suitability for or provide for you to undertake a Training or other professional activity, or for purposes within the legitimate interests of our Company. When information is processed based on your consent, you have the right to withdraw your consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal. When information is processed in our legitimate interest, we seek to ensure a balance between our purposes, and protection of your rights and freedoms.

### **From where do we gather your information**

S+N obtains your personal information from a number of sources in connection with the purposes below. You may provide us your personal information personally, for example during meetings, discussions with sales representatives, or provision of documents and/or information directly into a S+N system. Additionally, we obtain contact details from publicly available sources.

### **How we use your personal information**

We will process the following categories of information, i.e.: your name and contact details, your professional history, activities, and specialisations, and records of your interest and participation in, experience with, and opinion of any Training or other professional activity.

If you choose to give us further information, we will only use this to the extent to which it may be relevant to achieve the purposes of processing.

We may apply some basic profiling on your information in order to program our visits to health care professionals and identify skilled professionals with whom S+N may wish to collaborate. In certain circumstances, you may have a right to oppose such processing by contacting S+N at [PrivacyEnquiries.AU@smith-nephew.com](mailto:PrivacyEnquiries.AU@smith-nephew.com) (in Australia) or [PrivacyEnquiries.NZ@smith-nephew.com](mailto:PrivacyEnquiries.NZ@smith-nephew.com) (in New Zealand). Your personal information is however not subject to any automated decision-making.

### **Sharing your Personal information**

Your personal information may be shared with other S+N group companies and with certain third parties, such as:

- entities involved with the provision of Training: we share your personal information with service providers involved in the provision of any Training (e.g. the training surgeon and the facility where a visiting surgeon program is conducted and service providers organising a Training);
- entities within the S+N group: this sharing occurs when it is necessary or reasonably required to process the personal information, in view of our relationship with you;
- third party service providers: we share your personal information with service providers who provide services to us, such as IT and financial services providers (these third party service providers can only process your personal information on instructions from S+N and they are not permitted to use your personal information for their own purposes);
- government authorities, law enforcement agencies or other third parties: we share your personal information with such parties if required by law or reasonably necessary to protect the rights, property and safety of others or ourselves;
- auditors and consultants to verify our compliance with external and internal requirements; statutory bodies, law enforcement agencies and litigants, as per a legal and ethics reporting or transparency requirement or claim;
- our successor in title: we may share your personal information with any third party that purchases, or to whom we transfer, all or substantially all of our assets and business.

### **International Transfers of Information**

The personal information that we collect from you may be transferred to, and stored and processed at, a destination outside of your country and in any country in which we, or our subcontractors or agents may maintain facilities. The laws in those countries may not offer the same level of information protection as the country in which the information was originally collected. However we will take all reasonable steps to ensure that your personal information is stored and processed in a manner that is consistent with the laws in the country in which it was collected. It will be processed by staff who work for us or for one of our suppliers for, among other things, the fulfilment of your request or order, the processing of your payment details, the provision of support or information hosting services

### **Retention of your personal information**

We will hold your personal information throughout the duration of your relationship with S+N and afterwards for the required retention periods. We will not retain your personal information for longer than is necessary but may retain your personal information if

required for administration obligations, to defend our legal rights, or where we are subject to a statutory retention obligation. More information can be obtained by contacting S+N using our contact details set out below under 'How to Contact Us'.

### **Your Rights**

You may request details of the personal information we hold about you. In certain circumstances and in accordance with applicable laws relating to the protection of personal information we may provide you with a copy of such personal information. A small fee may be payable for any further copies of your personal information you might request from us. We want to make sure that the personal information we hold is accurate and up-to-date. You may ask us to correct or remove personal information that you think is inaccurate. There may be instances where we cannot grant you access to the personal information we hold. For example, we may need to refuse access if granting access would interfere with the privacy of others or if it would result in a breach of confidentiality. If that happens, we will give you written reasons for any refusal.

To exercise these rights, you can make a written request using our contact details set out below under 'How to Contact Us'. We may require you to provide additional information or documentation to identify you.

### **Information Security**

We implement appropriate technical and organizational measures to ensure a level of security appropriate to the risk of protecting the personal information you provide against accidental or unlawful destruction, loss, alteration, unauthorized disclosure or access to personal information.

### **How to Contact Us**

If you have any comments or inquiries about this HCP privacy notice, or to exercise your rights, you may contact us by e-mail at [PrivacyEnquiries.AU@smith-nephew.com](mailto:PrivacyEnquiries.AU@smith-nephew.com) (in Australia) or [PrivacyEnquiries.NZ@smith-nephew.com](mailto:PrivacyEnquiries.NZ@smith-nephew.com) (in New Zealand)