

Avdiev Remuneration Report and Consulting

Avdiev Property Industry Remuneration Report

How the Report is compiled

The Report is based on information collected from interviews and questionnaires completed by directors and senior managers from funds management and property industry organisations. The information provided is then checked, categorised, collated and analysed within the relevant section of the Report.

Every effort is made to ensure that no data is published that could reasonably be linked to companies or individuals. In addition, information is suppressed where sample sizes are less than four.

All data obtained remains strictly confidential. The Avdiev Group remuneration database does not contain any names of employees. Access to the remuneration database is restricted to the Remuneration Analyst, who is not involved in the Avdiev Group's occasional recruitment activities.

Avdiev Newsletter Subscription

The Avdiev Group (ABN 54 717 239 915) understands the importance of privacy to you. The Avdiev Group has developed this Privacy Policy as we recognise the right of our clients to keep their personal information private.

This Privacy Policy covers The Avdiev Group's treatment of personally identifiable information that we collect or hold. Like many other organisations, The Avdiev Group must comply with the Australian Privacy Principles (APP) contained in the Privacy Amendment (Enhancing Privacy Protection) Act 2012 in dealing with personal information.

1 The information we collect

The Avdiev Group are committed to being open and transparent about how we manage personal information. We collect information to provide better services to all our users.

Personal information is any information or an opinion (whether true or not) about you. It may range from the very sensitive to the everyday. Sensitive information can, in most cases, only be disclosed with your consent.

The Avdiev Group may collect personal information about you, such as your name, contact details, skills, qualifications, salary, professional association memberships or accreditations.

Your personal and sensitive information will be collected by The Avdiev Group for its own use in its capacity as a consulting organisation.

Where practicable, the purpose for which we collect personal information and the consequences of not providing it will be made clear at the time of collection.

Personal and sensitive information will be collected from you directly when you contact us or subscribe to our newsletters.

The Avdiev Group will not collect any personal information about visitors to the website, unless they want to subscribe to receiving newsletters and emails from The Avdiev Group.

2 How we use your information

The Avdiev Group will use the personal information we collect for the purpose disclosed at the time of collection, or for another purpose as set out in this Privacy Policy. We will not use your personal information for any other purpose without first seeking your consent, unless authorised or required by law. Generally we will only use and disclose your personal information:

to answer your inquiry;

to assist us in making The Avdiev Group's remuneration consulting and other services more valuable to our clients;

for direct marketing of products or services and to keep you informed of new developments we believe may be of interest to you. If we contact you in this way without obtaining your prior consent, we will provide you with the opportunity to decline and opt-out of any further marketing communications;

to different parts of The Avdiev Group to enable the development and marketing of other products and services, to improve our customer service in general.

3 Access to your information

You can access the personal information that The Avdiev Group holds about you by contacting The Avdiev Group.

4 Security

The security of your information is important to us. The Avdiev Group will take reasonable steps to keep secure any personal information which we hold and to keep this information accurate and up to date. Personal information is stored in a secure server or secure files.

The Internet is not always a secure method of transmitting information. Accordingly, The Avdiev Group cannot accept responsibility for the security of information you send to or receive from us by email or for any unauthorised access or use of that information.

5 Changes to this Privacy Policy

The Avdiev Group may amend this Privacy Policy from time to time by posting the amended version on the privacy section of our website at www.avdiev.com.au. We suggest that you visit our website regularly to keep up to date with any changes.