

Privacy Policy

Growing Organisations Ltd | Version 2.0 | June 2026

Growing Organisations Ltd (“GOL”, “we”, “us”, “our”) is committed to protecting your personal information and handling it with care, transparency, and respect. This Privacy Policy explains what information we collect, why we collect it, how we use it, and your rights in relation to it.

This policy applies to all personal information collected through our website at growingorganisations.co.nz, our contact forms, our email communications, and our engagement with clients and prospects.

GOL operates from New Zealand and works with clients across New Zealand, Australia, the United Kingdom, the European Union, and other countries. This policy is designed to comply with:

- The New Zealand Privacy Act 2020
- The Australian Privacy Act 1988 (as amended), including the Australian Privacy Principles (APPs)
- The UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018
- The EU General Data Protection Regulation (EU GDPR) (Regulation 2016/679)

1. Who we are

Growing Organisations Ltd is a New Zealand registered company (NZBN: available on request). We provide business advisory, leadership development, organisational performance, and executive coaching services to organisations and senior leaders globally.

Data controller contact:

Ross Wilson, Managing Director

Email: ross.wilson@growingorganisations.co.nz

Website: growingorganisations.co.nz

2. What information we collect

We collect only the information we need to respond to your enquiry, deliver our services, or send you communications you have requested. This may include:

Information you provide directly

- Your name, job title, and company name
- Your email address and country or region
- The content of messages you send us through our contact form or by email
- Information you share with us in the course of a client engagement

Information collected automatically

When you visit our website, we may collect certain technical information automatically, including your IP address, browser type, the pages you visit, and the time and date of your visit. This information is used solely for website analytics and security purposes. It does not identify you personally.

Cookies

Our website uses cookies — small text files stored on your device — to help the site function correctly and to understand how visitors use it. You will be asked to consent to non-essential cookies when you first visit our site. You can withdraw or change your cookie preferences at any time using the cookie settings link in our website footer.

We do not use cookies to serve you advertising, and we do not allow third-party advertisers to place cookies on our site.

3. Why we collect your information and our legal basis for doing so

We collect and use personal information for the following purposes:

- **To respond to your enquiry.** When you contact us through our website or by email, we use the information you provide to reply to you. Our legal basis is legitimate interest (NZ, AU) and contract performance or legitimate interest (UK/EU GDPR).
- **To deliver services.** If you engage GOL as a client, we use your information to fulfil our contractual obligations to you. Our legal basis is performance of a contract.
- **To send you our newsletter or other communications.** We only send marketing communications to people who have explicitly opted in. Our legal basis is your consent, which you can withdraw at any time.
- **To improve our website.** We use anonymised analytics data to understand how our site is used and to improve it. Our legal basis is legitimate interest.
- **To comply with legal obligations.** We may need to retain certain information to comply with applicable law or to defend legal claims.

4. How we share your information

We do not sell, rent, or trade your personal information. We do not share it with third parties for their marketing purposes.

We may share your information in the following limited circumstances:

- **Service providers.** We use a small number of trusted third-party services to operate our business — including our website hosting provider, email platform, and video conferencing tools. These providers are contractually required to protect your information and may not use it for any purpose other than providing services to us.
- **GOL team members.** Where relevant to delivering a service you have engaged us for, we may share appropriate information with members of the GOL advisory team. All team members are bound by confidentiality obligations.
- **Legal requirements.** We may disclose your information where required by law, court order, or to protect the rights and safety of GOL or others.

5. International transfers of personal data

GOL operates internationally and our team members are based in New Zealand, Australia, the United Kingdom, Europe, and other locations. When we work with clients across borders, personal information may be accessed by team members in different countries.

New Zealand has been recognised by the European Commission as providing adequate protection for personal data. Where we transfer personal data from the UK or EU to other locations, we take appropriate steps to ensure that your information receives an equivalent level of protection, including through contractual safeguards.

6. How long we keep your information

We keep personal information only for as long as necessary for the purpose for which it was collected, or as required by law.

- Enquiry and contact form data: up to 2 years from the date of last contact, unless an engagement begins.
- Client engagement records: up to 7 years from the end of an engagement, in accordance with our legal and professional obligations.
- Newsletter subscriber data: until you unsubscribe, after which we remove your information within 30 days.
- Website analytics data: anonymised; retained for up to 26 months.

7. Your rights

Depending on where you are located, you have the following rights in relation to your personal information:

- **Access.** You have the right to ask us what personal information we hold about you and to receive a copy of it.
- **Correction.** You have the right to ask us to correct any information we hold about you that is inaccurate or incomplete.
- **Deletion.** In certain circumstances, you have the right to ask us to delete your personal information.
- **Objection.** You have the right to object to our processing of your personal information where we are relying on legitimate interest as our legal basis.
- **Restriction.** You have the right to ask us to restrict processing of your personal information in certain circumstances.
- **Portability.** Where processing is based on your consent or a contract, and is carried out by automated means, you have the right to receive your data in a structured, commonly used format.
- **Withdrawal of consent.** Where we rely on your consent to process your information, you can withdraw that consent at any time. Withdrawal does not affect the lawfulness of processing carried out before withdrawal.

To exercise any of these rights, please contact us at ross.wilson@growingorganisations.co.nz. We will respond within 20 working days as required under the NZ Privacy Act 2020, or within one calendar month as required under UK/EU GDPR.

8. Complaints

If you have concerns about how we have handled your personal information, please contact us first and we will do our best to resolve the matter.

If you remain unsatisfied, you have the right to make a complaint to the relevant supervisory authority:

- **New Zealand:** Office of the Privacy Commissioner — www.privacy.org.nz
- **Australia:** Office of the Australian Information Commissioner — www.oaic.gov.au
- **United Kingdom:** Information Commissioner's Office (ICO) — www.ico.org.uk
- **European Union:** The data protection authority in your EU member state.

9. Security

We take reasonable technical and organisational measures to protect your personal information against unauthorised access, loss, or disclosure. Our website uses SSL/TLS encryption for all data transmitted between your browser and our server.

While we take these precautions seriously, no method of transmission over the internet is completely secure. If you have concerns about the security of information you have shared with us, please contact us directly.

10. Changes to this policy

We may update this Privacy Policy from time to time to reflect changes in our practices or in applicable law. When we make material changes, we will update the version number and date at the top of this document. We encourage you to review this policy periodically.

Continued use of our website after any changes constitutes acceptance of the updated policy.

11. Contact us

If you have any questions about this Privacy Policy or how we handle your personal information, please contact:

Ross Wilson

Managing Director, Growing Organisations Ltd

Email: ross.wilson@growingorganisations.co.nz

Website: growingorganisations.co.nz

Phone: +64 21 152 8400

Note: This Privacy Policy was substantially revised in June 2026 to comply with the NZ Privacy Act 2020, Australian Privacy Act 1988, UK GDPR, and EU GDPR. It supersedes all previous versions. GOL recommends this document be reviewed by a qualified legal professional before use by the client.