

## PRIVACY STATEMENT

The New Zealand Rugby Players Association Incorporated (**NZRPA**) and the Rugby Players Collective Incorporated (**RPC**) are committed to respecting the personal information we collect, use, disclose and hold in accordance with the Privacy Act 2020 (the **Act**).

The NZRPA is the independent representative body for professional rugby players in New Zealand.

The RPC is the player's trade union entity. It represents professional rugby players in collective bargaining and does not trade financially.

If you are a current professional player contracted with New Zealand Rugby (**NZR**), your personal information will be collected, used, disclosed, and held by the RPC and the NZRPA.

In this Privacy Statement, any use of the words "you," "yours" or similar expressions shall mean:

- New Zealand professional rugby players playing in New Zealand, former New Zealand professional rugby players now playing professionally overseas, and retired New Zealand professional players who have registered to be members of the NZRPA and the RPC (**NZRPA members**); and
- player agents who are in the process of being, or who have been, accredited by the NZRPA (**Accredited Agents**).

Terms such as "we," "us," "our" or similar expressions shall mean the NZRPA and, for NZRPA members who are professional rugby players contracted with NZR, also the RPC.

This Privacy Statement outlines how we handle your personal information (including the collection, use, disclosure, and storage of your personal information), how you can access and change your information, and how you can provide us with feedback or make a complaint.

### **How do we collect personal information about you?**

We collect personal information about you:

- Directly from you when you register to be a member of the NZRPA.
- Directly from you via your Personal Development Manager (PDM).
- Directly from you when you register to be a member of the Rugby Club.
- Directly from you when you register to use our online platforms and/or Apps (such as the Hub).
- Directly from you when you contact us to become an Accredited Agent.
- Directly from you when you make enquires of us or provide us with any personal information when you communicate directly with us via any written or verbal communications (including via messaging apps) or through social media.

- From other entities (including New Zealand Rugby Union Incorporated, New Zealand Rugby Commercial LP, Super Rugby Clubs and Provincial Unions) when you authorise us to do so to obtain personal information related to your rugby playing contracts.
- From other people or organisations when you authorise us to contact them to obtain personal information about you.
- Through your use of our websites.
- From publicly available sources such as the news media.

### **What personal information do we collect?**

The information we collect may include your name, address, email address, phone number, gender, date of birth, rugby contract status and variables (including remuneration), medical/injury information, financial details, and IP address. We may also collect any other personal information you choose to provide to us or authorise other people or organisations to provide to us.

If you choose not to provide us with personal information, we may be unable to provide access to certain content, services, or benefits.

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

We may use your personal information:

- to provide you with personal development, support, and welfare services;
- to communicate with you around NZRPA activities and/or membership programmes;
- to inform you of important member-related information or related events;
- to contact you to carry out surveys or research;
- to represent you in collective employment and other advocacy matters;
- to provide you information or a response to any enquires or messages you send to us, either verbally or written;
- to track and analyse user activity on our websites; and
- for any other purpose that we notify you of at the time your personal information is collected, or that you subsequently authorise, or that the law allows us to.

We may communicate with you by email or, where you provide us with your phone number, by phone call or text/picture/video message.

### **How do we share your personal information?**

We may share your personal information with service providers who perform services that we have requested such as our IT providers and professional advisors. Our service providers are

not authorised by us to use or disclose your personal information except as necessary to perform services on our behalf in accordance with this Privacy Statement or to comply with legislation.

We may also be required or permitted by law to disclose your personal information, or receive authorisation by you to do so.

From time to time, the disclosures made by us under this Privacy Statement may be to organisations or partners located outside of New Zealand, including cloud service providers, software providers and other service providers. This may mean that some of your information may be held and/or processed outside of New Zealand. Where these organisations are based overseas, we will ensure they have the appropriate safeguards in place.

### **How do we store your personal information?**

We store your personal information:

- on our servers; or
- on the servers of our third party service providers, such as IT systems or hosting service providers. In this event, we will ensure that we have entered into written agreements that require such third party service providers to secure the integrity and confidentiality of personal information in its possession by taking appropriate, reasonable technical and organisational security measures.

### **How do we secure your personal information?**

We take appropriate reasonable technical and organisational measures to secure the integrity of personal information, using accepted technological standards to prevent unauthorised access to or disclosure of your personal information, and protect your personal information from misuse, loss, alteration, or destruction.

### **How long do we keep your personal information?**

We will keep your personal information for as long as you continue to be an NZRPA member or Accredited Agent, or for as long as you continue to access and use our online platforms and/or services.

Notwithstanding the above and any other provision of this Privacy Statement, we may keep some or all of your personal information if and for as long as:

- we are required by law or a contract with you to keep it;
- we reasonably need it for lawful purposes related to our functions and activities;
- we reasonably need it for evidentiary purposes;
- you agree to us keeping it for a specified further period; and/or
- it is permitted by law.

## **What are your rights?**

We would like to ensure that you are fully aware of all of your privacy rights. It is your responsibility to ensure that personal information you provided is correct, complete, and up-to-date. However, you are entitled to the following:-

**The right to access your personal information:** you have the right to request that we provide you with copies of the personal information we hold about you.

**The right to rectification:** you have the right to request that we correct any of your personal information that you believe is inaccurate. You may also request that we complete any personal information that you believe is incomplete.

If you make a request, we must respond to you. In the event that you would like to exercise any of these rights, please contact us by email at: [contact@nzspra.co.nz](mailto:contact@nzspra.co.nz).

## **What happens if there is a breach or potential breach?**

In the event of a privacy breach or potential privacy breach, you should report the breach or potential breach to the NZRPA's Privacy Officer (Rebecca Giordano) at: [rebecca.giordano@nzspra.co.nz](mailto:rebecca.giordano@nzspra.co.nz).

The NZRPA Privacy Officer will review any reported breach. The NZRPA will respond to the reporter outlining next steps and their reasons for taking those steps. The NZRPA will also consider whether any privacy breach is a notifiable privacy breach, therefore requiring notification to the Privacy Commissioner and affected individuals under the Act.

## **Cookies**

Cookies are text files placed on your computer to collect standard internet log information and visitor behaviour information. When you visit the NZRPA website, the Rugby Club website or any of our online platforms/Apps (such as the Hub), we may collect information from you automatically through cookies or similar technology for statistical purposes and to help us understand how to make our websites more available and user friendly for you.

We may collect your IP address; the date and time of your visits to our websites; your clicks and activity on our websites; the referring website (if any) through which you clicked through to our websites; and technical information on your browser, device or operating systems.

For further information, visit [www.allaboutcookies.org](http://www.allaboutcookies.org)

You can set your browser not to accept cookies and you may choose to remove cookies from your browser. However, in certain instances, some of our website features may not function as a result of this.

## **Applicability of the Privacy Statement**

We are not responsible for any use of your personal information which you provide to any third party applications or websites that may be accessed via any of our websites. We recommend that you review the privacy statement or policy of any third party application or website that you use before providing any of your personal information.

## **Privacy Statement review and update**

We may, from time to time, amend or update this Privacy Statement. Any changes to this Privacy Statement will be available on the website this Privacy Statement is located.

## **Contact us**

You can contact us at any time regarding your personal information through our Privacy Officer who can be contacted by the following means:

**Address:** NZRPA, PO Box 109 759, Newmarket, Auckland 1149, New Zealand

**Email:** [rebecca.giordano@nzrpa.co.nz](mailto:rebecca.giordano@nzrpa.co.nz)

## **Right to lodge a complaint with the Privacy Commissioner**

If you have not been able to work out your privacy issue with us, you can lodge a complaint with the Privacy Commissioner here: [Office of the Privacy Commissioner | Complaint self-assessment](#).

***Privacy Statement last updated April 2025***