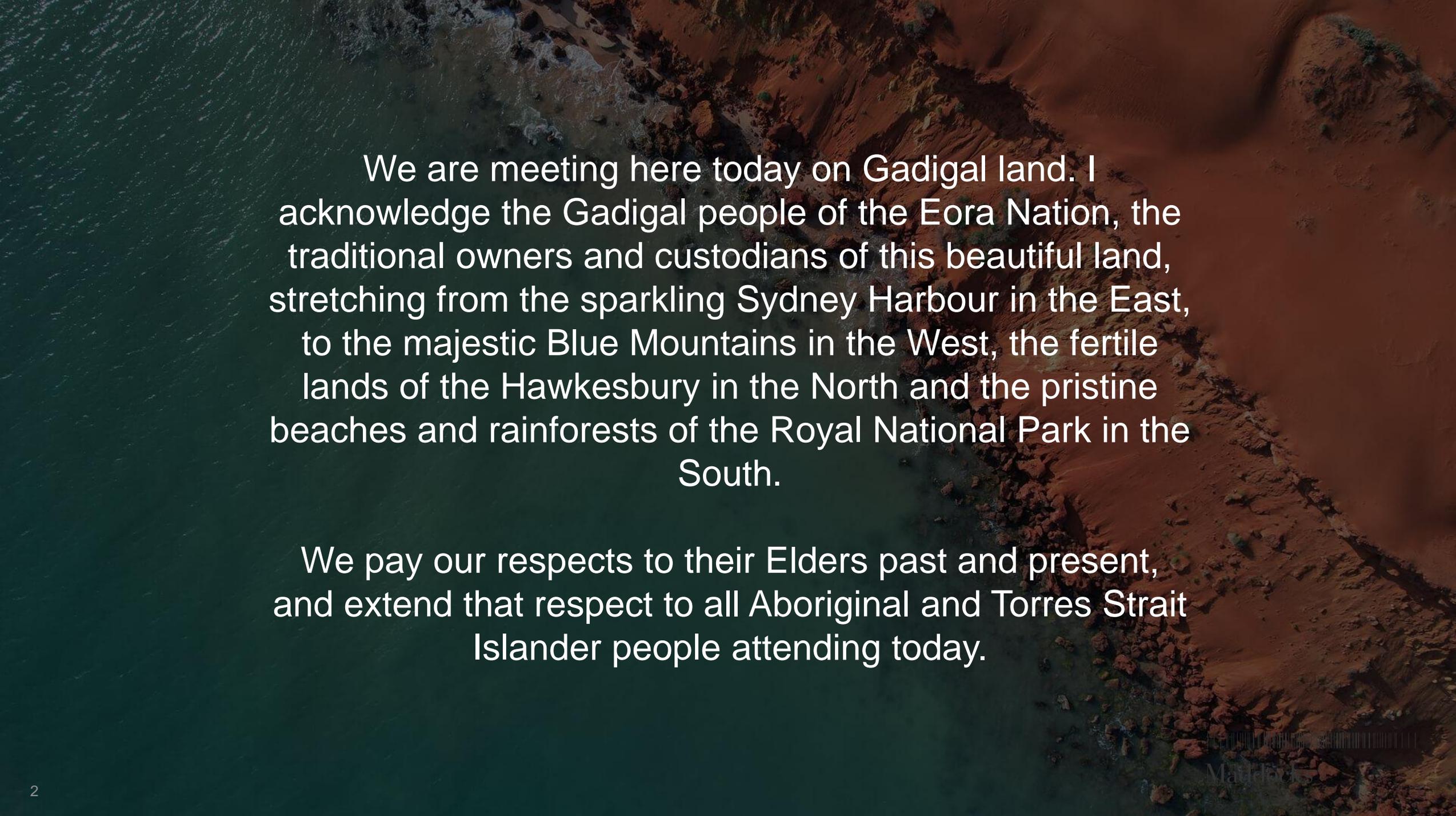


Help! I have a legal question!

Maddocks lawyers talk Property,
Privacy and Workplace Relations





We are meeting here today on Gadigal land. I acknowledge the Gadigal people of the Eora Nation, the traditional owners and custodians of this beautiful land, stretching from the sparkling Sydney Harbour in the East, to the majestic Blue Mountains in the West, the fertile lands of the Hawkesbury in the North and the pristine beaches and rainforests of the Royal National Park in the South.

We pay our respects to their Elders past and present, and extend that respect to all Aboriginal and Torres Strait Islander people attending today.

Property 101

Maddocks lawyers talk Property, Privacy
and Workplace Relations



Leases vs Licenses

Leases

Exclusive right

Defined premises

Certain term

Licenses

Personal agreement

No exclusive possession

Key issues



Fitout works



Incentives



Alienation



Make good



Flexibility



Flexible tenancies

1

Early termination rights

3

Shared use licensing

5

Subleasing and sublicensing

2

Expansion rights

4

Option terms

Retail leases

Additional requirements:

- State specific overriding retail legislation
- Lodgement of bond with governmental body
- Disclosure statements
- Signing and registering time frames

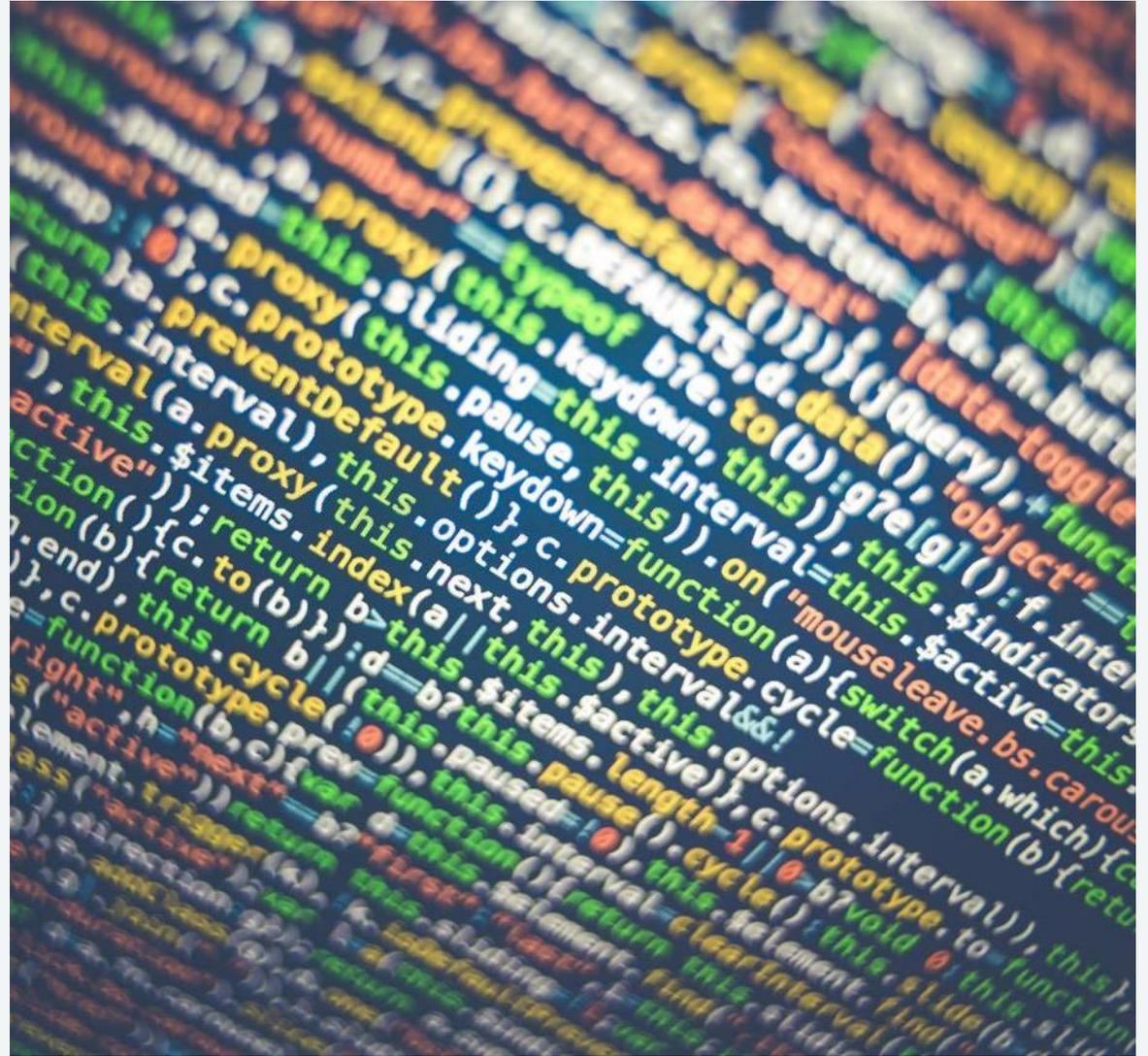
Remedies:

- rights to terminate
- financial penalties



Privacy 101

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and Workplace Relations



“My wife asked me why I was speaking so softly at home. I told her I was afraid Mark Zuckerberg was listening! She laughed. I laughed. Alexa laughed. Siri laughed.”

James Franco



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Key issues



**Data as an
asset**



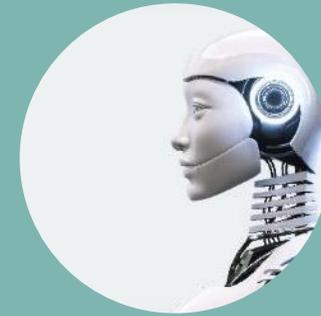
**Types of
Information**



**Reputation &
risk
management**



Penalties



**New
technology**



Five key questions...

1. What are the laws that apply to you?
2. What information are you collecting?
3. Have you got the basics right?
4. Do you need consent?
5. Do you have good data hygiene practices?



The Privacy Act – does it apply?

- Small business exemption
 - Less than \$3 million in turnover annually
- Calculating annual turnover
 - Include income from all sources
 - Do not include assets held, capital gains or proceeds of capital sales.
 - Look at annual turnover in any financial year since 2002

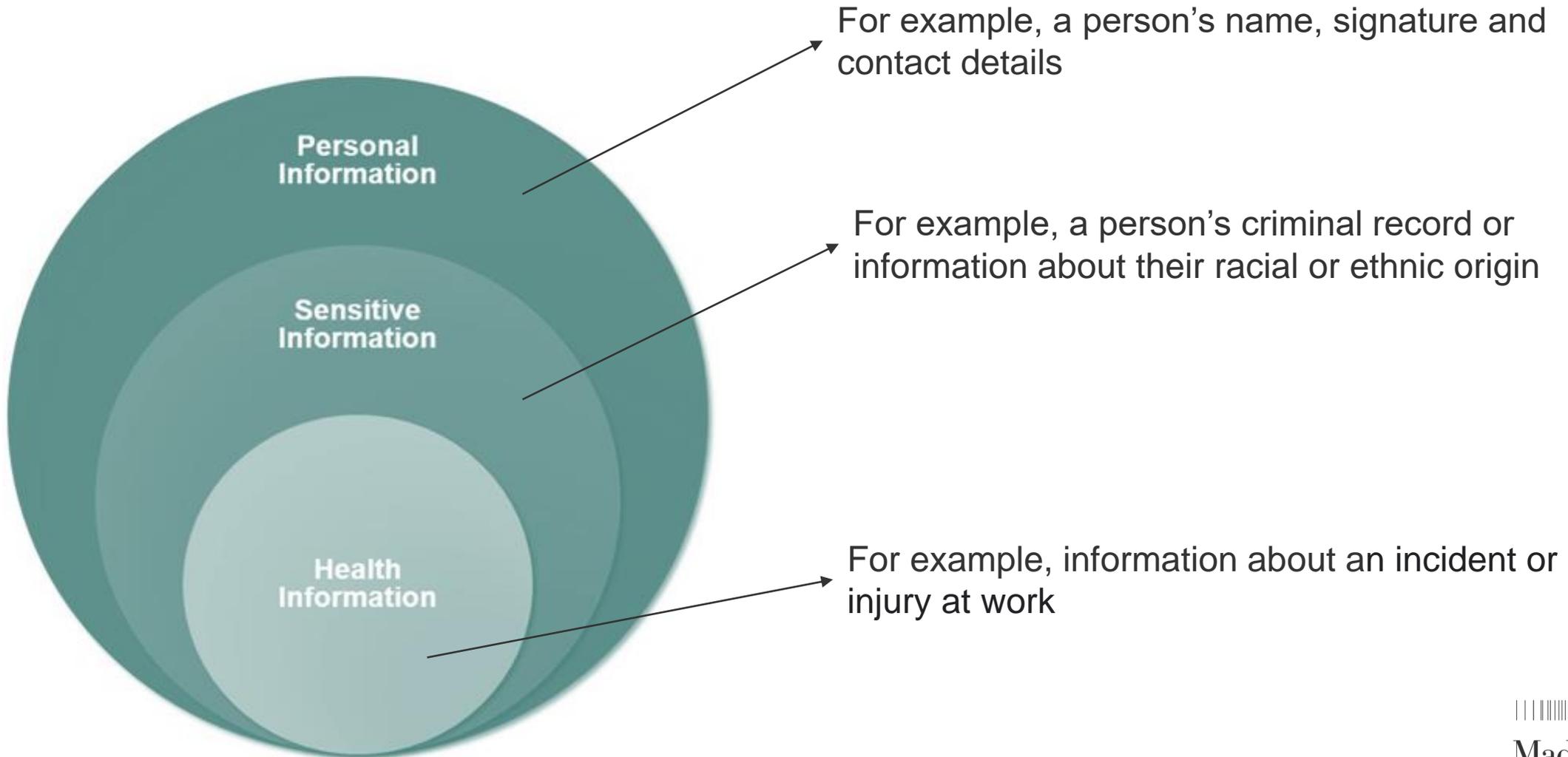


The Privacy Act – does it apply?

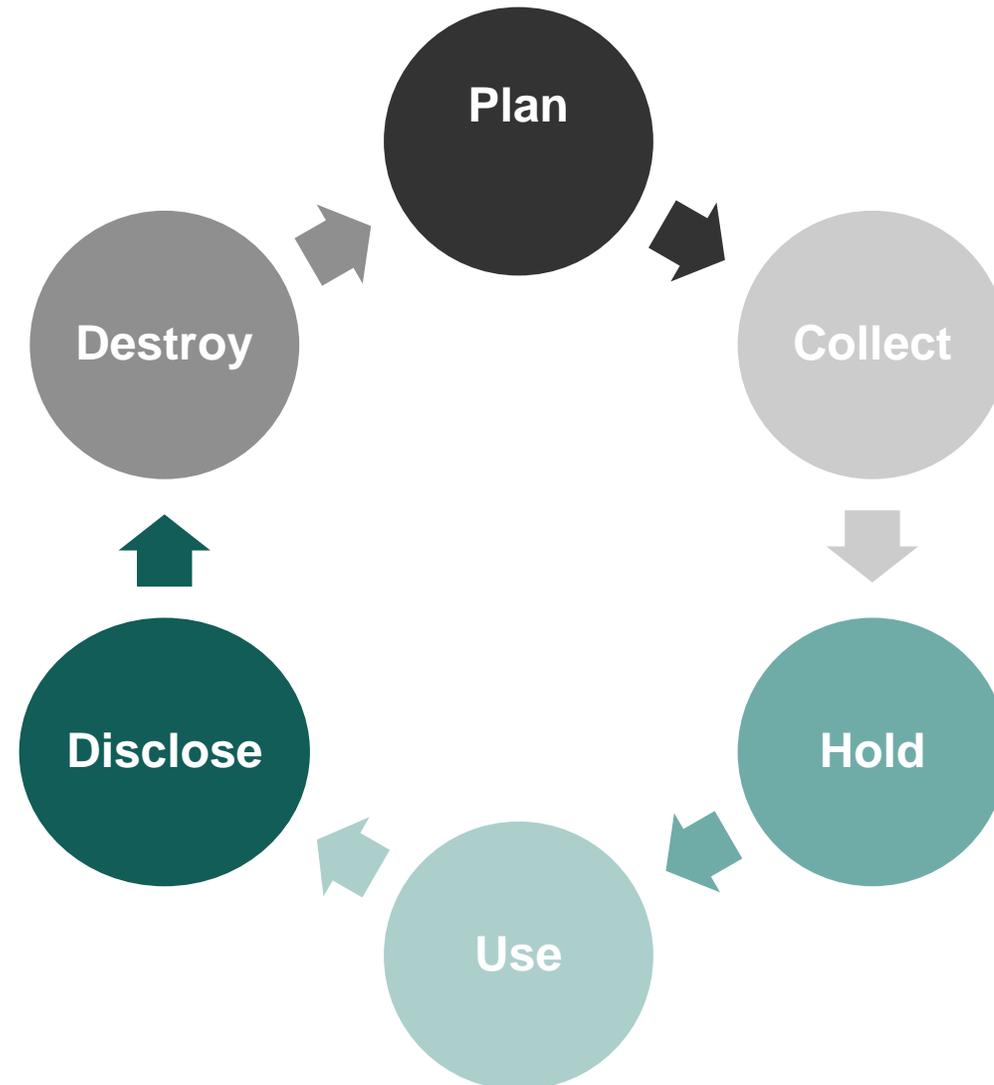
- Even as a small business, you will still need to comply if you:
 - Provide health services
 - *Trade* in personal information
 - Are a Commonwealth contracted service provider
 - Are a reporting entity under the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006* (AML/CTF Act)
 - Are related to a larger business which is subject to the Act



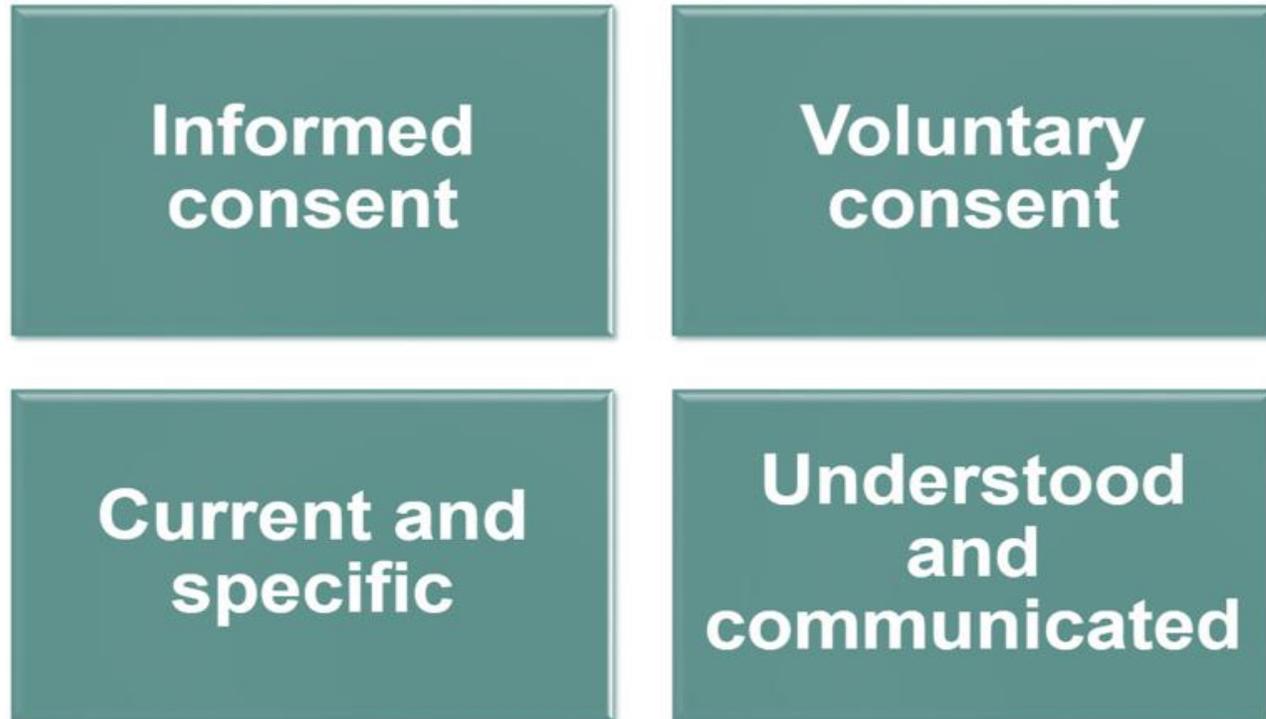
The Privacy Act regulates ‘personal information’



Getting the basics right: information 'life cycle'



Consent



New technologies and other uses

- Consider new ways in which information is collected using new technologies
- Do other laws apply?
 - Surveillance laws
 - Employment / workplace surveillance laws
 - SPAM Act



Employment 101

Maddocks lawyers talk Property, Privacy
and Workplace Relations

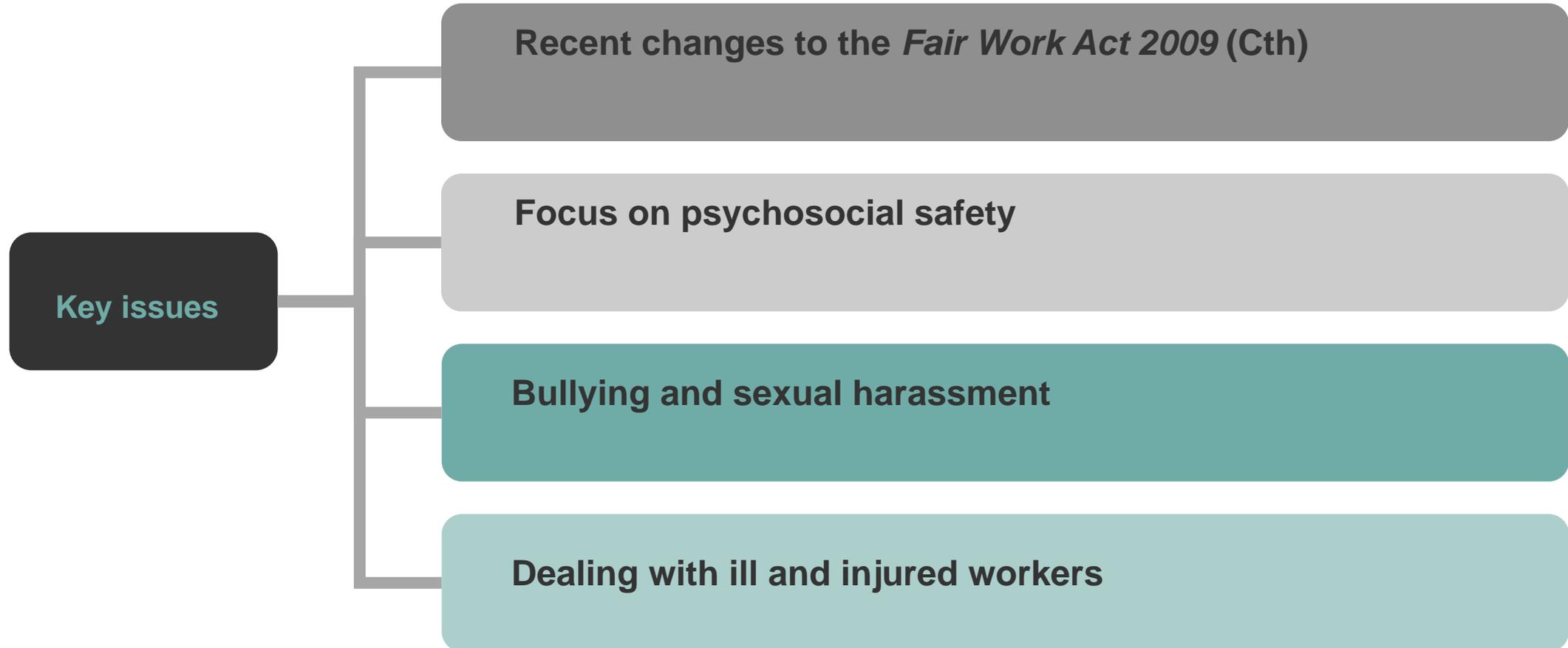


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Sources of obligations & entitlements



Current areas of focus



Questions



Who can you call?



Lindsay Sheather

Special Counsel
Real Estate (Property &
Development)



Ooma Khurana

Partner
Commercial

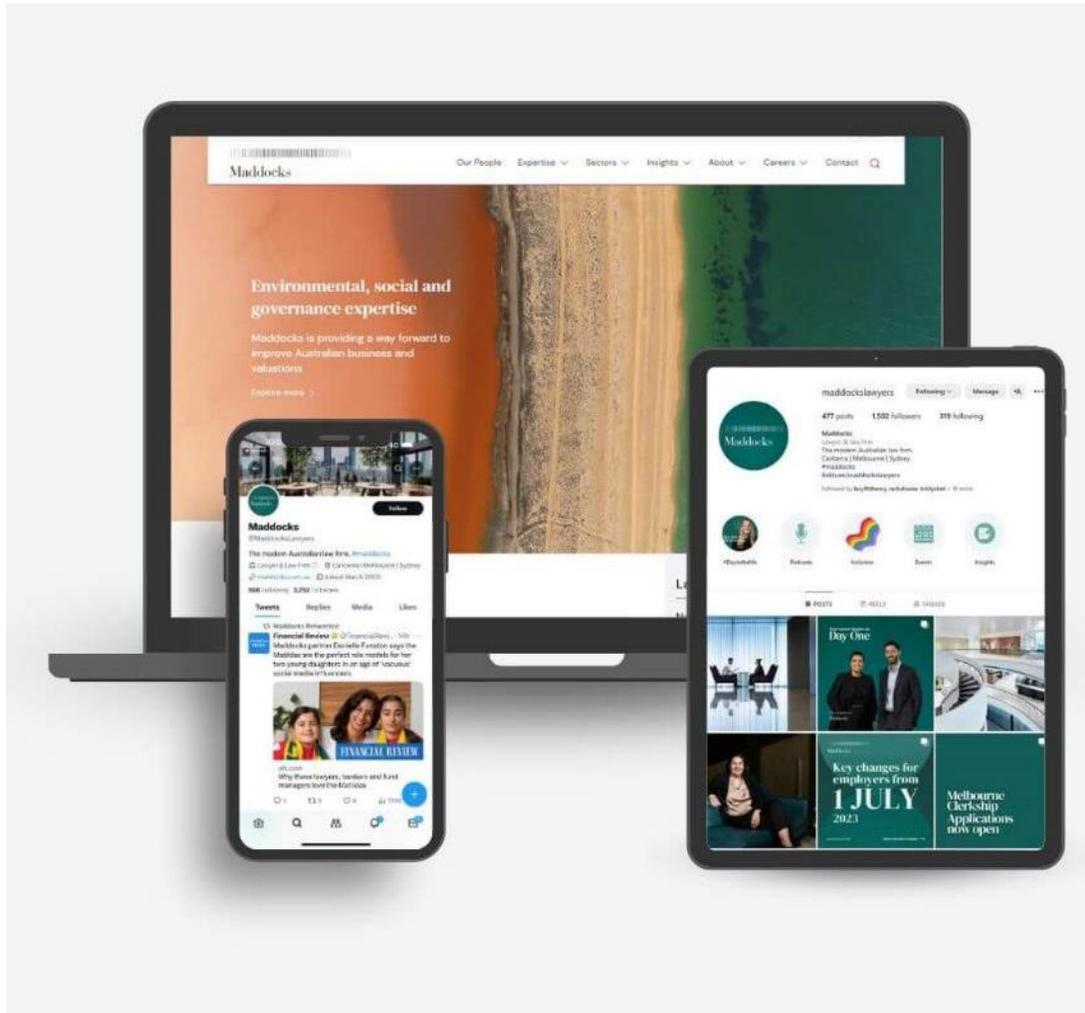


Katie Kossian

Senior Associate
Employment, Safety & People

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