Notification Waiver Determination

Talent Acquisition Group – Strategy1 HR

Acquisition	Talent Acquisition Group Pty Limited (**Talent Acquisition Group**) applied for a notification waiver in respect of its proposed acquisition of 100% of the shares of Strategy1 HR Pty Ltd (**Strategy1 HR**) from Strategy One Human Resources Pty Ltd, as described in the transaction documents provided as part of the application (the **Acquisition**).
Determination	The Australian Competition and Consumer Commission has determined under section 51ABV(1)(a) of the *Competition and Consumer Act 2010* (Cth) that the Acquisition is not required to be notified.
Date of determination	8 November 2026

Parties to the Acquisition	The acquirer, Talent Acquisition Group, is an Australian workforce solutions company operating in Australia and New Zealand, providing temporary and casual staffing, contract and project staffing, permanent recruitment services and safety, training and workforce induction. The target, Strategy1 HR, is an Australian labour hire recruitment provider, operating in Australia only. Both Talent Acquisition Group and Strategy1 HR provide recruitment services to the Australian market for temporary, casual and permanent roles, particularly for warehousing, transport and related supply chain and logistics roles.
Explanation for determination	In making this notification waiver determination, the Australian Competition and Consumer Commission (the **ACCC**) has considered the information provided with the notification waiver application and had regard to the factors in section 51ABV(2)(b) of the *Competition and Consumer Act 2010* (Cth) (the **Act**). Based on the information provided in the application, the ACCC considers that the Acquisition is unlikely to give rise to any material lessening of competition given: a. the parties' combined share in the supply of recruitment and labour hire services in Australia is low and the increase in share of supply arising from the Acquisition would be small, including for warehousing, transport and related supply chain and logistics roles b. there are alternative suppliers of relevant recruitment and labour hire services in Australia.

	In these circumstances, the ACCC does not consider it necessary to reach a concluded view on the likelihood of the notification thresholds being met. Given that material competition concerns are unlikely to arise, the ACCC has determined that the Acquisition is not required to be notified. The ACCC considers that the determination is consistent with the object of the Act and the interests of consumers in promoting competition. For more information about the ACCC's approach to considering notification waiver applications and to assessing competition effects more generally, see the ACCC's guidance on notification waivers and merger assessment guidelines.

Determination made by Commissioner Woodward pursuant to a delegation under section 25(1) of the Act