



## Sensitive/Special Category Personal Information

Purpose for processing	Lawful basis
<p>Assess and review eligibility and right to work for the Company in the country in which you work.</p>	<p>This processing is necessary:</p> <ul style="list-style-type: none"> <li>• For the compliance with legal obligations to which the Company is subject.</li> <li>• For the purposes of legitimate interests pursued by the Company. We have a legitimate interest in (i) complying with all applicable immigration law obligations, whether within the EEA or otherwise; and (ii) fully assessing applications for employment to ensure that only suitable and appropriate candidates are both assessed and selected.</li> <li>• for the purposes of carrying out the obligations and exercising the rights of you or the Company in the field of employment law, social security and social protection law, to the extent permissible under applicable laws.</li> </ul>
<p>The collection of statistical data subject to local laws, or where required to record such characteristics to comply with equality and diversity requirements of applicable local legislation or to keep the Company's commitment to equal opportunity under review.</p>	<p>We have a legitimate interest in ensuring that we take action to prevent discrimination and promote an inclusive and diverse workplace.</p> <p>This processing is also necessary for (i) the purposes of carrying out the obligations and exercising the rights of you or the Company in the field of employment law, social security and social protection law, to the extent permissible under applicable laws and (ii) the purposes of identifying or keeping under review the existence or absence of equality of opportunity or treatment between groups of people specified in relation to that category with a view to enabling such equality to be promoted or maintained.</p>
<p>To make reasonable accommodations or adjustments and avoid unlawful discrimination or dealing with complaints arising in this regard.</p>	<p>This processing is necessary for the purposes of carrying out the obligations and exercising the rights of you or the Company in the field of employment law, social security and social protection law, to the extent permissible under applicable laws.</p> <p>To the extent that this data is managed by our occupational health advisers or third-party providers. This processing is necessary for the purpose of assessing any adjustments required through the recruitment process and / or working requirements.</p>
<p>Management and investigation of any complaint under the Company's internal policies, including its incident recording and whistle-blowing policies (or other relevant policies), where such characteristics or information are relevant to the particular</p>	<p>This processing is necessary for the purposes of carrying out the obligations and exercising the rights of you or the Company in the field of employment law, social security and social protection law, to the extent permissible under applicable laws, in particular employment</p>



<p>complaint, in order to comply with employment law obligations, these can include (but not limited to) allegations raised in relation to Sexual Orientation, Health, Gender Identity, Political activity, Racial/Ethnic origin &amp; Disability and Community Background.</p>	<p>laws relating to the effective management of complaints and anti-discrimination laws.</p>
<p>The collection of statistical data subject to local laws, or where required to record such characteristics to comply with equality and diversity requirements of applicable local legislation or to keep the Company's commitment to equal opportunity under review.</p>	<p>We may ask for your consent to certain processing which is not otherwise justified under one of the above bases. If consent is required for the processing in question, it will be sought directly from you to make sure it's freely given, informed and explicit. Information about such processing will be provided to you at the time consent is requested, along with the impact of not providing such consent. You should be aware that it's not a condition or requirement of your employment to agree to any request for consent from the Company. Where consent is given, it may be withdrawn by you at any time, but this will not impact on any other lawful basis for processing relied on by the Company.</p>

### Information about Criminal Offences

Purpose for processing	Lawful basis
<p>Disclosure and Barring Services checks may be performed on individuals applying for certain roles. This may be required in order to meet industry standards or applicable laws.</p>	<p>This processing is necessary for the purposes of performing or exercising obligations or rights which are imposed or conferred by law on the Company or you, in connection with employment, social security or social protection, to the extent permissible under applicable laws.</p>