

## **Privacy Policy – Campus Recruiting Management Tool**

### *Introduction*

This policy is intended to describe the practices Ernst & Young follows in relation to the Campus Recruiting Management Tool (the "Tool") with respect to the privacy of all individuals whose personal information is processed and stored in this Tool.

At Ernst & Young, we have focused on implementing fair information practices that are designed to protect your privacy and your personal data. We believe that everyone benefits from the free flow of information when that information is gathered and used responsibly.

If you have any questions or you feel that your concerns have not been addressed by this privacy policy, or you just want to talk to us, feel free to contact your usual Ernst & Young representative.

The circumstances in which we may collect information from you using this Tool are as follows:

Expressing an interest in working for Ernst & Young

This section explains how your information will be used when you submit information to us via this Tool.

The provision of your personal data is optional: however please be aware that your refusal to provide us with your personal data or to process them thereafter may result in the data controller not being able to carry out any activity related to your campus recruitment.

Who manages the system?

"Ernst & Young" refers to one or more of the member firms of Ernst & Young Global Limited ("EYG"), each of which is a separate legal entity, and each of which can act as a data controller in its own right. EYG, which is the principal coordinating entity of its member firms, is a UK company limited by guarantee. It does not provide services to clients. The entity that is acting as data controller by providing this Tool on which your information will be processed and stored is EY Global Services Limited, a private company limited by shares in England and Wales, registered office, Becket House, 1 Lambeth Palace Road, London, SE1 7EU. EY Global Service Limited's business is confined to the supply of services to EYG and its member firms. The information you provide here may be shared by EY Global Service Limited for recruitment purposes with one or more member firms of EYG located throughout the world (see 'Why do we need your information?' section below).

Who can access your information?

HR recruitment staff within Ernst & Young member firms have access to your profile on the Tool in order to carry out campus recruitment activities and follow up with you in relation to graduate opportunities with Ernst & Young.

RECSOLU, Inc. dba Yello can access your information as is necessary to perform its support functions but may not share any information without first obtaining permission from EY Global Services Limited. From time to time, in addition to RECSOLU, Inc. dba Yello, we may need to share your information with other third parties. However we will only disclose your personal

details for the following reasons:

- When it is necessary to involve a third party service provider in order to facilitate or extend campus recruitment services, as we do today with RECSOLU, Inc. dba Yello.
- When explicitly requested by you.
- As required by a court order or any other legal or regulatory requirement.

In addition, when you apply for a position with Ernst & Young through our Global Recruitment Management System (Taleo), your information will feed from Taleo to this Tool and selected data fields may also feed back to Taleo. The Taleo Corporation, which is situated in the United States of America, is the vendor of the Taleo system and can access your information as is necessary to perform its functions, but may not share any information without our prior permission.

Ernst & Young does not collect or compile personal data or information obtained by this Tool for dissemination or sale to outside parties for consumer marketing purposes or host mailings on behalf of third parties.

Why do we need your information?

Your information will be used by Ernst & Young for administering the campus recruitment activities of its member firms. This will include planning and executing campus recruitment events and following up with individual student candidates.

Data Retention

You may of course ask to have your information deleted from the Tool at any time. However once you have submitted your information it will be stored in accordance with applicable legal and regulatory requirements. If you require further details regarding the regulatory requirements for a particular country please contact your usual Ernst & Young representative.

Your personal information will remain in the Tool as long as you are actively engaging in campus recruiting activities or pursuing graduate recruitment positions with Ernst & Young. In the event you are offered and commence a position with Ernst & Young, your personal information will be transferred to our global HR database and will be anonymized in the Tool and used thereafter for reporting purposes only until such time as it is deleted. In the event you are not offered a role with Ernst & Young, your personal information will not be kept more than 3 years after the last contact with you.

Sensitive personal data

Sensitive information is information about an individual that would fall into one or more of the following categories:

- race or ethnic origin;
- political opinion;
- membership of a political association or religious beliefs, affiliations or philosophical beliefs;
- membership of a professional or trade association or membership of a trade union;
- sexual preferences or practices;

- criminal record; and/or
- health.

To the extent that you supply any sensitive information as part of your personal profile in this Tool, you agree that we may use the information in accordance with local applicable law and in line with this policy.

#### Access, rectification and opposition

European Data Protection laws entitle an individual to a copy of their information. If you want to rectify/update or exercise your right to ask us to stop processing your information please contact your usual Ernst & Young representative.

#### Security

Ernst & Young has implemented accepted standards of technical measures and security policies that protect the personal data it has under its control from:

- Unauthorized access
- Improper use or disclosure
- Unauthorized modification
- Unlawful destruction or accidental loss

#### Changes to this policy

Ernst & Young may change this policy as needed. If changes are made please note that it may take up to 30 business days before new policy practices are implemented.