

SRS Global Recruitment Privacy Notice

1. Introduction

The Strategic Risk Solutions group (“SRS”) makes use of personal information collected about you in connection with your application for employment with us. This Notice outlines what information we process about you, how it is processed and your rights in this regard.

SRS is committed to protect your personal information and ensure that it is processed in accordance with applicable laws and regulations.

2. Collection of your Personal Information

When collecting personal information through our recruitment process we ensure compliance with applicable labour laws based on the relevant jurisdiction. The type of information collected may depend on the particular role however it will generally include the following:

- Identification information – full name
- Contact details – email address, residential address, telephone number
- Demographic information – and country of residence, immigration and work permit status
- Qualifications and previous employment information – education, employment history, employment references, qualification certificates
- Any other information provided voluntarily by yourself

We will only request the information that we reasonably require for our recruitment process and any information that is not provided might mean that we are unable to process your application.

In addition to information that you provide us, we may also collect personal information about you from third parties including previous employers, vetting service providers, publicly available databases and publicly available professional information on social media platforms.

3. How we use your Personal Information

SRS will process your information for the following purposes:

- Processing your employment application including the setting up of interviews and contacting you about the results of the application;
- Fulfilling our legal and regulatory obligations;
- Facilitating the prevention and investigation of crime as well as the prosecution of criminal offenders;
- Exercising or defending legal claims

4. Legal Bases for the Processing of your Personal Information

SRS will only process personal information which is legally allowed to process. We rely on the following legal bases to process your personal information:

- **Meeting our Legal and Regulatory Obligations** – we may be required to process this information in order to comply with laws relating to equality and diversity, immigration and work permit requirements.
- **Pursuing our Legitimate Interests** – this involves aspects related to our business operations.
- **Processing or Defending a Legal Claim** – we may be required to process your personal information to be able to process or defend a legal claim.
- **Consent** – any other information we will want to process that is not processed under another legal basis will require your consent. We also rely on your consent prior to taking part in virtual interviews and assessments that use automated means to generate scores on your employment suitability.

5. Who we may share your Personal Information with

In the course of our relationship with you we may share your personal information with the following recipients:

- Recruitment agencies
- Public authorities and government bodies
- Legal advisors
- Third party suppliers to whom we outsource some of our operations

These recipients shall only receive personal information which they are required to process in order to complete the intended purpose.

6. How We Protect the Privacy of Personal Information

SRS takes the security of all personal information very seriously. We take precautions to maintain the security, confidentiality, and integrity of the information we collect. Such measures include access controls designed to limit access to the information to the extent necessary to accomplish our mission. We also employ various security technologies to protect the information stored on our systems. We routinely test our security measures to ensure that they remain operational and effective. We also train appropriate personnel on our privacy and security policies and compliance requirements.

7. Limits on Collection, Use and Retention of Data

- Retention of Data:

SRS will not retain personal information for longer than we believe is necessary for any of the purposes set out in this Notice or is dictated by legal or professional requirements. We will not retain personal data for longer than it is needed for business, legal or professional purposes.

Where your application for employment is unsuccessful, we will retain your records of your application no longer than what is prescribed under local law that corresponds to your application. We may also retain your information to determine whether you are suitable for



other job opportunities as they may come up in the future, provided that you may withdraw your consent to have your information processed any further.

- **Transfers of Data**

Depending on the jurisdiction which you are submitting your application form, SRS may transfer your information across international borders within the group and potentially to third parties for the purposes outlined in this Notice. When permitted by law, we use the following legal mechanisms to protect your data during these transfers:

- **Transfers to Third Parties:** we use reasonable efforts to ensure that third parties are bound by the same provisions as this Policy including the use of contractual commitments to protect the data, including the use of standard contractual clauses as defined by the European Commission.
- **International Transfers:** we will only transfer data internationally:
 - i. With the data subject's consent; or
 - ii. If the transfer is necessary for the performance of a contract; or

Additionally, such transfer would only be carried out if the transfer is permitted by applicable data privacy law and to a country considered to have an adequate level of protection by the European Commission or with equivalent data privacy laws to the originating country, or with appropriate safeguards in place, which may include binding corporate policies or standard contractual clauses as defined by the European Commission.

8. Accuracy of Information

We rely on the information you provide us with to process it for the purpose of this Notice and you should therefore ensure that the information is accurate and up to date.

9. Your Data Protection Rights

You may have certain rights to your personal information depending on the jurisdiction applicable in your regard. These rights include:

a. Right to Access

You have the right under certain circumstances to access and inspect personal information which SRS holds about you.

b. Right to Correction

You may have the right to request us to correct your personal information where it is inaccurate or out of date.

c. Right to be Forgotten or the Right to Erasure

You have the right under certain circumstances to have your personal information erased. Your information can only be erased if your data is no longer necessary for the purpose for which it was collected and we don't have a legal obligation to continue processing it, and we have no other legal ground for processing the data.

d. Right to Restrict Processing

You have the right under certain circumstances to request the restriction of your personal information from further use, e.g., where the accuracy of the information is disputed, and you request that the information not be used until its accuracy is confirmed.

e. Right to Data Portability

You have the right under certain circumstances to data portability, which requires us to provide personal information to you or a third party in a commonly used, machine readable format, but only where the processing of that information is based on (i) consent; or (ii) the performance of a contract to which you are a party.

f. Right to Object to Processing

You have the right to object to the processing of your personal information at any time, but only where that processing is based on our legitimate interests as its legal basis. If you raise an objection, we have an opportunity to demonstrate that we have compelling legitimate interests which override your rights and freedoms.

g. Right to Decline Automated Decision Making

You have the right to object to decisions involving the use of your personal information, which have been taken solely by automated means, i.e. without human involvement.

h. Right to Object to Direct Marketing

Where your personal information is processed for direct marketing purposes, you have the right to object at any time to processing of personal data used for such marketing. We will provide specific information on how to opt-out from our marketing initiatives through the medium we communicate with you.

10. Contact us

If you have any questions about this Notice or would like to exercise any of your rights under this Notice you may contact our Corporate Privacy Office on:
dataprotection@strategicrisks.com.

Should you feel dissatisfied with the manner that SRS has processed your personal information we encourage you to contact us and we will ensure that any grievance you may have is resolved. Alternatively you have the right to raise the matter with the authority responsible for the enforcement of data protection laws within your jurisdiction.

11. Changes To This Notice

This Notice is subject to changes. If we make changes to this Notice, we will change the last updated date at the bottom of this page. Any changes we make to this Notice become effective immediately, so you should review this Notice regularly for changes. This Notice was last updated on 27 August 2025.