

PRIMARK APPLICANT PRIVACY NOTICE FOR USA APPLICANTS

Purpose of this notice

This notice tells you how we use data you submit when you apply for a job or submit an application to us for recruitment purposes.

It also tells you how you can exercise your rights (including the right to object to some of the data handling we carry out). More information about your rights and how you can exercise them is set out in the "Your Rights" section below.

Who are we?

Primark Limited (registered in Ireland under company number 47371) (called in this notice "we", "our" or "us") is the data controller of any information you submit in support of your application.

How do we use your information?

We use information you supply in support of your application so that we can consider your application, assess your suitability and conduct eligibility checks (with your consent). In the UK we also use your data for equal opportunities purposes.

We use your data for the purpose of our legitimate interests in managing our recruitment and so that we can take steps at your request prior to entering into a contract. Any information we ask you to supply in relation to past criminal offences will be held by us only in accordance with your consent (unless the supply of this information is required by law because of the nature of the role you are applying for). If a position that is, or may be, of interest to you requires background checks, we will tell you about this.

Where necessary, we will also use this data for the purpose of our legitimate interests in accessing appropriate professional advice and in order to ensure we comply with legal obligations to which our business is subject.

When you apply for a position with us or submit information in support of your application, we will tell you whether the information we are requesting is essential so that we can progress your application or whether the supply of this information is optional.

We use a number of standardised tests in our selection processes as a way of assessing how well people typically perform in varying work tasks or react in different situations. These tests are a type of automated decision making and help predict a candidate's future aptitude for the position. We review these tests regularly to confirm whether they effectively predict performance in role. We use recognised experts to evaluate what is being assessed and remove any unnecessary criteria. Candidates who perform better on the test are more likely to proceed to further stages of the selection process.

If you would like to know more about this, please contact us using the details below. With the exception of personal data which we collect and use for the purpose of entering into a contract with you, you can object to our use of the data you have provided at any time.

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How long do we keep this information for?

We usually retain information supplied by job applicants for no longer than 12 months following a relevant recruitment decision. If your application is unsuccessful, we may decide to retain your details if we think you may be suitable for another position that may arise within Primark in the future.

If your application is successful, relevant information will be used for the purpose of administering your subsequent employment and will be retained and used in accordance with our employee privacy policy (a copy of which will be provided when you take up your employment).

Who do we share this information with?

Where necessary so that we can manage our recruitment process, we will share your information with our service providers and professional advisers (e.g. recruitment agencies, providers who carry out background checks on our behalf, and, if applicable to the role you are applying for, suppliers who run candidate assessment programmes for us).

We will also contact third parties whose details you have supplied so that we can verify information you have supplied in relation to your previous employment and qualifications.

Otherwise we will not share your information with any third party unless:

- we have your permission (for example in order to share your details with another group company for their recruitment purposes);
- we are required to do so by law;
- this is necessary so that we can enforce our terms of use, rights or property or the rights or property of any third party; or
- this is necessary in connection with the sale of our business or its assets (in which case your details will be disclosed to our advisers and any prospective purchaser's advisers and will be passed to the new owners).

Where do we transfer this information to?

Any information you send us in support of your employment application is stored within, and not transferred outside of, the European Economic Area.

Your Rights

You have the right to ask us at any time for a copy of your personal data. In relation to personal data you supply to us electronically, and which is held by us for the purpose of entering into a contract between us or on the basis of your consent, you are entitled to ask us for a copy of this information in a structured, commonly used and machine-readable format so that you can reuse it or share it with other organisations.

If you think the personal data, we hold about you is inaccurate or incomplete, you can ask us to correct it or complete it.

In some circumstances you also have the right to object to our processing of your data and can ask us to restrict our use of your data and to delete it.

There are some exceptions to these rights, however. For example, it will not be possible for us to delete your data if we are required by law to keep it or if we hold it in connection with a contract with you.

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Similarly, access to your data may be refused if making the information available would reveal personal information about another person or if we are legally prevented from disclosing such information.

If you wish to exercise any of these rights, please contact us using the details below.

Contacting us and your rights of complaint

Questions, comments, or requests concerning this privacy notice are welcomed and should be addressed to the Primark Data Protection Co-ordinator at dataprotection@primark.com.

If you have a concern about the way we handle your personal data you have the right to complain to Primark's lead supervisory authority, the Data Protection Commissioner (you can find details of how to do this on the website (<https://www.dataprotection.ie/docs/EN/Contact-us/m/11.htm>) or your local supervisory authority.

This privacy notice was last updated on 17 May 2018.