



VS GROUP – WEBSITE PRIVACY POLICY

1. Introduction

By using the Websites and providing personal information to us, you acknowledge you have read this privacy statement, and, to the extent your consent is necessary and valid under applicable law, you consent to the collection, use and disclosure of such personal information by the VS Group network and any third party recipients in accordance with this privacy statement.

Some sites of the Websites may have privacy statements that differ from this one and/or contain additional information as required under local law.

Please refer to the privacy statements on the sites you visit in order to understand how they collect and process your data. By accessing any sites available within the Websites or content within them, you

- acknowledge you will review those Privacy statements; and
- to the extent required under applicable law, consent to the collection, processing and use of your personal data as described in those Privacy statements.

2. Third Party Links

The Websites may link to third-party sites not controlled by the VS Group and which do not operate under our privacy practices.

When you link to third-party sites, our privacy practices no longer apply. We encourage you to review each third-party site's privacy policy before disclosing any personally identifiable information.

3. Collection of Personal Information

When you use our Websites, we may collect information about you and your use of the relevant site, including through cookies and analytics tools.

We may collect personal information about you, such as your name, email address and telephone number, either directly from you or by combining information we collect via the Websites with personal information.

Below are examples of how you may provide personal information to us via Websites:

- searching and browsing for content;
- contacting us for further information;
- visiting our Websites while logged into a social media platform;

We collect personal data in connection with our recruitment activities as described below.



VS GROUP – WEBSITE PRIVACY POLICY

Most of the personal data we collect as part of our recruitment process is provided by you such as:

- Contact details (name, email, telephone number);
- CV, experience, education, academic and professional qualifications;
- Diversity and equal opportunities data;
- Pre-employment screening information if your application is successful; and
- Bank account details if your application is successful.

We obtain personal data from third party sources such as:

- References from your named referees;
- Information from your referrer (where applicable);
- Results of screening checks (depending on the role applied for);
- Verification of information provided during the recruitment process by contacting relevant third parties (for example, previous employers, education and qualification providers) or using publicly available sources (for example, to verify your experience, education and qualifications); and
- Information from social media sites that you are a member of about your engagement with our recruitment campaigns.

We do not intend to collect sensitive information through the Websites unless we are legally required to do so. Examples of sensitive information include race or ethnic origin; political opinions; religious or philosophical beliefs; trade union membership; physical or mental health; genetic data; biometric data; sexual life or sexual orientation; and criminal records.

We ask that you do not provide sensitive information of this nature when using the Websites. If you choose to provide sensitive information to us for any reason, the act of doing so constitutes your explicit consent, where such consent is necessary and valid under your local law, for us to collect and use that information in the ways described in this section of this Privacy statement or as described at the point where you choose to disclose this information.

4. Use of Personal Information

We process personal data for our legitimate interests to attract and secure the best talent to work with us as follows:

- To identify and source talent including by searching our talent pool and publicly available sources (such as professional networking and job websites of which you are a member);
- To process and manage applications for roles at **VS Group**;
- To administer and manage our careers websites and communicate with you about careers at **VS Group**.



VS GROUP – WEBSITE PRIVACY POLICY

- Any other purposes stated when you provide the information to **VS Group**.

5. Data Retention

- If your application is successful we retain relevant personal data as part of your employee record; and
- If your application is unsuccessful, we retain and will retain your personal information on our systems only for as long as we need it, given the purposes for which it was collected, or as required to do so by law.

6. Marketing

Where we are legally required to obtain your explicit consent to provide you with marketing materials, we will only provide you with such marketing materials if you have provided consent for us to do so.

7. Access to Data

- We are committed to providing reasonable and practical access that allows visitors to the Websites to identify and correct any inaccuracies in the information we collect about them;
- When we keep personal information about you, we are responsible for keeping an accurate record of the information that you have submitted to us. We do not assume responsibility for verifying the ongoing accuracy of your personal information;
- If you have questions about the accuracy of identifying information you previously submitted to VS Group, or want to have outdated information removed, please contact the Information Officer listed on this website; and
- When requested, and provided that it is practical and commercially feasible to comply with the request and there is no legal or regulatory need for us to keep the information, we will delete identifying information from current operational systems.

8. Record of Changes and Cancellations

Date	Nature and detail of change	Version Number
7 June 2021	New Document	00