



SAMSUNG C&T

Agreement for the collection and use of personal information

| OWNER | VERSION | DATE | NEXT REVIEW |
|-----------------|----------------|---------------|--------------------|
| Privacy Officer | 1.1 Original | December 2020 | December 2021 |
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Agreement on Collection and Use of Personal Information

Samsung C&T Corporation (the “Company”) makes every effort to protect personal information of job applicants (the “Applicants”), abiding by applicable laws and regulations (“Applicable Law”) including, but not limited to:

- EU’s General Data Protection Regulation (GDPR)
- Korea’s Personal Information Protection Act
- Act on Promotion of Information and Communications Network Utilisation and Information Protection
- Australian Privacy Act 1988 (Cth)

Please ensure you read the “Samsung C&T Australian Region Privacy Policy” and the “Personal Information Handling and Management Policy” (the “Policy”) included as part of your application process.

The Company seeks to receive consent from Applicants for collection, usage and disclosure of their personal information.

1. Collection and Usage of Personal Information

o The Company shall use the collected personal information for the purpose stated below.

| Collected Items | Purpose & Usage | Period of Retention & Usage for Collected Items |
|---|---------------------------------|--|
| Full Name, citizenship/work rights status, health information, email, address, telephone, resume, including employment history, career, certification/license, copy of driver’s license | Recruitment & Selection process | For 1 year From the day on which the outcome of the recruitment process is communicated to the Applicant <i>* If the applicant is successful, the personal information items collected will be handled as per the Samsung C&T Australian Region Privacy Policy and Company’s Personal Information Handling and Management Policy</i> |

o The Company shall destroy the personal information of the Applicant when it is no longer needed for the intended purpose, in any event at latest upon expiry of the retention and usage period.

o The retention period may be extended if there is a requirement to retain any of the personal information collected, due to existing or anticipated legal proceedings.

I fully understand the statements in this section and grant consent for the collection and use of my personal information.

YES

 NO

2. Provision of Personal Information to a Third Party (connected with the administration of recruitment & selection services)

o The Company provides the Applicant's personal information to third party contractors for the purposes listed:

| Items to be provided | Parties to be provided with the Information | Usage Purpose | Retention and Usage Period |
|--|--|-----------------------|----------------------------|
| Name, resume, educational background (University name, major subject, Enrollment and graduation date), career (name of previous company) | Relevant person from applicant's previous employment, professional reference check company, Recruitment Process Outsourcing (RPO) Provider | Reference Check | Until purpose accomplished |
| | Professional academic verification site/company (in contract with Company) | Academic Verification | |
| | Professional career verification company | Career Verification | |

o Aside from the above cases, the Company can also provide Applicant's personal information to a relevant agency if:

- It obtains the prior consent of the Applicant
- It is requested as part of legal proceedings by a court or government investigative agency e.g. Fair Work Inspector, ATO

o Applicants can refuse the granting of consent to provide personal information to a third party. Failure to provide necessary information may result in disqualification from the application process.

I fully understand the statements in this section and grant my consent to provide my personal information to third party contractors.

YES NO

3. Management of Personal Information

o The Company shall take all reasonable steps to ensure that it adheres to its obligations under the Applicable Law.

- 1) The Company shall designate a Privacy Officer, as outlined in the Samsung C&T Australian Region Privacy Policy. The Privacy Officer will be involved in all issues related to the protection of personal data.
- 2) Where the Company is required to transfer personal information to overseas recipients, the Company will take all reasonable steps to ensure overseas recipients handle the applicant's personal information in accordance with the Australian Privacy Principles. Steps taken may include the transfer of information online by using the encrypted company IT network, de-identification of personal data as well as other protection measures.
- 3) The Applicant can withdraw consent at any time to the use, collection or disclosure of their personal information. Individuals will be made aware of the potential implications of withdrawing consent e.g. disqualification from the process. Once consent has been withdrawn, the Company will no longer rely on past consent for any future use or disclosure of the individual's personal information, subject to restrictions under Applicable Law.
- 4) The Applicant may request rectification of his or her personal information, at any time, if the personal information provided to the Company is inaccurate, irrelevant or incomplete. If the Company, in its reasonable opinion, accepts that the personal information is inaccurate or incomplete, the Company shall rectify the Applicant's personal information within a reasonable timeframe.
- 5) The Applicant can request the erasure of his or her personal information where the:
 - a) Personal information is no longer necessary in relation to the purposes for which it has been collected
 - b) Applicant withdraws consent
 - c) Personal information obtained was unsolicited as defined under the Australian Privacy Principles
 - d) Applicant objects to the utilisation of their personal information and there are no overriding legitimate grounds for such usage
- 6) In some circumstances the Applicant may request access to their personal information. The Company may ask that this request be in writing and that certain identifying information be provided. A response to an Applicant's request will be provided within a reasonable timeframe. The Company may deny access in certain circumstances or on particular grounds as outlined in the Australian Privacy Principles

If access is granted, the Company will give access to personal information in the manner requested by the individual, if it is reasonable and practical to do so. The manner of access may, for example, be by email, phone, in person, hard copy or assistive technology.

In addition, the Applicant can request that an authorised person or organisation be given access to the personal information on their behalf.

7) The Applicant can file a complaint to the Privacy Officer in the event they have a grievance related with the processing of their personal information.

I fully understand the statements in this section regarding the management of my personal information.

 YES **NO**

I have carefully read the above statements and hereby agree to sign this agreement.

Full Name:

Name:

Signature:

Date:

Samsung C&T Corporation