

## CONDENSED LEOVEGAS PRIVACY NOTICE

We at **LeoVegas Gaming Plc**, holder of company registration number C 59314, having its registered address at Level 7, The Plaza Business Centre, Bisazza Street, Sliema, SLM 1640, Malta, take your privacy very seriously. This Privacy Policy applies to candidates that submit their CV as part of the selection process of any of the entities that form part of the LeoVegas Group. Please take the time to read through the below before consenting.

### Why Do We Need Your Personal Data?

Smart Recruiters Inc of 225 Bush Street, Suite 300, San Francisco CA 94104, United States of America and LeoVegas have entered into an agreement, where LeoVegas has engaged Smart Recruiters to perform services in relation to recruitment. In order for Smart Recruiters to provide its services and to fulfill its obligations in accordance with the agreement, Personal Data (as described in the table below) shall be shared between Smart Recruiters and LeoVegas throughout the lifetime of the agreement.

### CONDENSED PRIVACY NOTICE

<b>What Personal Data is processed?</b>	<ul style="list-style-type: none"><li>a) Personnel Data (e.g. name, title, details about career history, education, work certificates, personal interests, photo, date of birth, etc.)</li><li>b) Application process data (e.g. questions in job interviews, feedback, reason for hiring, number of applications, company ID, internal application as well as notes to and from candidates/applicants by using existing emailing services of the application including notifications)</li><li>c) Online Data (e.g. IP address, User ID, mobile device used, operating system, internet provider, date and time of logon and logoff)</li><li>d) Communication Data (e.g. Email address, private and business address, private and business phone numbers, Skype ID, social network IDs, email content)</li><li>e) Online Usage Data related to the SmartRecruiters Platform (e.g. cookie IDs, IP addresses, URL history, etc.)</li><li>f) Logging data (e.g. User ID, password, activation date, creation date, failed</li></ul>
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	<p>login count, modification date, state type, verification date and state, and information that enables to check whether and by whom personal data have been input into the SmartRecruiters Platform or was modified or removed therein).</p> <p>g) Player's Data: Customer support contact with LeoVegas and Responsible Gaming data.</p> <p>(the <b>Personal Data</b>)</p>
<p><b>Why Is your Personal Data Required?</b></p>	<p>Assisting LeoVegas with recruitment</p>
<p><b>Legal basis for processing?</b></p>	<p><b>Consent</b> <b>Legitimate interest</b> for the processing of Player's Data.</p>
<p><b>Who is your data shared with?</b></p>	<p><b>Smart Recruiters Inc (USA):</b> who provides the Software Platform for candidates to be able to send their CVs so we can receive it in our system.</p> <hr/> <p><b>Group companies / other brands:</b> Your name and surname might be shared with other companies within the LeoVegas Group for the purpose (g) described above.</p> <hr/> <p><b>Amazon Web Services Inc. (USA)-</b> This subcontractor is used to power the sending and receiving of emails from the platform to the candidate/applicant and users of the Customer. The contents of that email can be partly templated by the Customer to include tags to personalize (e.g. First Name, title, job applied for etc.). - USA</p> <p><b>SendGrid Inc.(USA) -</b> If requested for the implementation, is the Cloud connector used to host and maintain any custom integrations between Customer's system and SmartRecruiters platform. – USA</p> <p><b>Jitterbit, Inc (USA) –</b> hosting of the data</p> <hr/> <p>We will not disclose your personal data to any other persons besides those mentioned here unless we are required to do so by law.</p>

<b>Will the Personal Data be transferred outside of the EU?</b>	<b>Yes</b>
<b>How long will your Personal Data be kept for?</b>	We will keep your personal data only for five years.

As stated above, we will keep your personal data only for five years. Throughout these five years, we may contact you via phone/email should a future role arise which we feel you would be suitable for.

### Who should you contact?

We, LeoVegas, shall be your main contact point and shall respond to all requests without undue delay.

General email address: [privacy@leovegas.com](mailto:privacy@leovegas.com)

DPO email address: [dpo@leovegas.com](mailto:dpo@leovegas.com)

Postal address: Leovegas, Level 7, The Plaza Business Centre, Bisazza Street, Sliema SLM 1640, Malta

### What do you have the right to request from us?

You, as a 'data subject' as understood under applicable data protection laws, have a number of rights that are applicable **under certain conditions and in certain circumstances**, including Your:

- **Right of access** to your Personal Data processed by Smart Recruiters/ LeoVegas;
- **Right to ask LeoVegas to rectify** inaccurate Personal Data concerning you;
- Right to have LeoVegas erase your Personal Data ('**right to be forgotten**');
- **Right to ask LeoVegas to restrict** (that is, store but not further process) Your Personal Data;
- Right to ask LeoVegas to provide Your Personal Data to You in a structured, commonly used, machine-readable format, or (where technically feasible) to have it 'ported' directly to another data controller ('**right to data portability**')
- **Right to withdraw any consent** you may have given LeoVegas **at any time**;
- **Right to object** to LeoVegas' processing your Personal Data (where there is no consent);
- **Right to lodge a complaint** with the relevant supervisory authority.

### When should you expect to receive a reply from LeoVegas?

We shall reply and facilitate you in relation to your request within one month of receipt of the request, which period may be extended by two months where necessary, taking into account the complexity and number of the requests. We shall inform you of any such extension within one month of receipt of the request, together with the reasons for the delay.

Smart Recruiters shall ensure that this condensed policy is made available to Data Subjects at the first communication when consent is obtained as per Article 14 of GDPR.

### Where Can You Read The LeoVegas Full Privacy Policy?

This notice represents a **condensed** explanation of how we use your personal information regarding recruitment. For more information including more detail on your rights, we strongly recommend you read our user-friendly and layered **Master Privacy Policy**, available at the bottom of our page.