



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 agreeing to such notice.

Why Do We Need Your Personal Data?

LeoVegas has entered into an agreement with Jobvite, Inc. of 20 North Meridian Street, Suite 300, Indianapolis, IN 46204-3028 , United States of America, to perform services in relation to recruitment. In order for Jobvite to provide its services and to fulfill its obligations in accordance with the agreement, Personal Data (as described in the table below) will be shared between Jobvite and LeoVegas throughout the lifetime of the agreement.

CONDENSED PRIVACY NOTICE

What Personal Data is processed?	<ol style="list-style-type: none">1. General contact information<ol style="list-style-type: none">a. Nameb. Email addressc. Mailing addressd. Phone numbere. Other contact details2. Educational & Skills<ol style="list-style-type: none">a. Education & training historyb. Educational degreesc. Languaged. Professional membershipse. Qualifications/certificationsf. Trade union membership3. Employment Information<ol style="list-style-type: none">a. Job application detailsb. Previous work historyc. Salary/wage expectations4. Pre-selection information (if required for certain roles)<ol style="list-style-type: none">a. Medical assessments/ informationb. Criminal conduct record
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	<p>5. Other Information</p> <p>a. Device ID</p> <p>b. Application user credentials</p>
<p>Why Is your Personal Data Required?</p>	<p>Assisting LeoVegas with recruitment</p>
<p>Legal basis for processing?</p>	<p>Consent</p> <p>Legitimate interest (to assess suitability of candidates for specific roles)</p> <p>Legal Obligations (when information is required by law for certain roles)</p>
<p>Who is your data shared with?</p>	<p>Jobvite Inc (USA): 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>Group companies / other brands: Your name, surname, email, address, date of birth and phone number may be shared with other companies within the LeoVegas Mobile Gaming Group where the recruitment process relates to another entity affiliated to the Group.</p> <hr/> <p>Amazon Web Services Inc. (USA)- 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>Jobvite Inc. also relies on subcontractors to provide and support their services. Based on the level of interaction you have within the Jobvite platform, some of your personal data may be processed by these providers. A full list of these subcontractors is available at www.jobvite.com/terms-of-use/sub-processors/</p>



LeoVegas.com

	<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>
<p>Will the Personal Data be transferred outside of the EU?</p>	<p>Yes, your personal data will be transferred subject to Standard Contractual Clauses in line with Article 46 of the GDPR, in addition with supplementary measures, including encryption in transit and at rest.</p>
<p>How long will your Personal Data be kept for?</p>	<p>We will keep your personal data for three years from the time of your application for a role, after which your data will be automatically removed from the system. During such a period, we may contact you via phone/email should a future role arise which we feel you would be suitable for.</p> <p>You still have the right to request erasure of your data at any time, unless such information is required by us to comply with legal obligations or to exercise or defend our rights at law.</p> <p>Should your application be successful and you are selected for the role, any data required for your employee record will be retained as required/ permitted by law and in line with another privacy notice applicable to employees which will be made available to you during the onboarding phase.</p>

Additional information during the selection process

Strictly confidential & Private



Should you be shortlisted for an interview or as part of the final selection process, LeoVegas may, depending on the job specifications, request further information to assess your suitability for the role.

In addition, where LeoVegas is subject to legal obligations regulating the field of employment or otherwise impacting its operations, including the working environment, and for such purposes it is required to conduct specific assessments concerning your health, or even criminal conduct, it reserves the right to conduct or ensure the conduct of these assessments, or request any such information when required to fulfil these obligations.

Should any of these checks be required, the HR team will specifically inform you about the process which will be carried out in full transparency and with your complete involvement.

Any information collected for these purposes will be kept strictly confidential and will not be made available to Jobvite or any other third party unless a disclosure is required by law.

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

DPO email address: 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**, to the personal data used for the purposes mentioned in this policy, including Your:

- **Right of access** to your Personal Data;
- **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.

This Policy including any changes thereof will be available in the dedicated recruitment portal used by LeoVegas, hosted on Jobvite's platform, as well as in our careers page <https://leovegasgroup.com/en/careers/>