



Data Privacy Notice

At Anglo-Eastern, including all affiliated entities across countries in which Anglo-Eastern operates, we are committed to protecting your personal data throughout the recruitment and selection process. We collect and process personal information that you provide directly, such as your name, contact details, CV or resumé, cover letter, qualifications, employment history, assessment results, and any portfolio materials. We may also obtain information from third parties, including recruitment agencies, referees and background screening providers where legally permitted. Additional data may be generated during the recruitment process, including interview notes, assessment results, and communication records.

We use your personal data to evaluate your suitability for the role, communicate with you, conduct interviews and assessments, and perform preemployment checks where required or permitted by local laws. Your data may also be processed to comply with legal or regulatory obligations, to maintain accurate recruitment records, and, with your consent when required, to consider you for future job opportunities. The legal bases for processing your data vary depending on your location and may include your consent, the need to take steps prior to entering an employment contract, our legitimate interests in managing an effective recruitment process, and compliance with legal obligations such as right to work or statutory checks.

For candidates applying for roles in or located in the United Kingdom, we process personal data in accordance with the UK General Data Protection Regulation (UK GDPR). When personal data is transferred outside the UK—including to teams in other regions—we ensure that appropriate data protection safeguards are in place to maintain an equivalent level of security and compliance.

Your personal data may be shared with Workable, our applicant tracking system provider, as well as internal HR and Talent Acquisition teams, hiring managers, and relevant business stakeholders. Third party partners, such as recruitment agencies or background screening providers, may also receive your data when necessary. We may share information with other Anglo Eastern locations if required for recruitment activities. Any international transfers will comply with applicable local data protection laws, including UK GDPR, EU GDPR, and relevant APAC privacy regulations.

We retain your personal data only for as long as necessary to fulfil the purposes for which it was collected and to meet applicable legal and regulatory requirements. If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment in accordance with the contract of employment and our internal privacy policy.

For unsuccessful candidates, we will retain the personal data provided during the application process for a period of two (2) years. This is to maintain accurate recruitment records, prevent duplicate applications, and to allow us to consider you for future opportunities that may match your profile. After this period, your data will be securely deleted from our systems. Should you wish to

request the deletion of your data before the end of this retention period, you may contact us at talentsourcing@angloeastern.com.