

APPLICANT PRIVACY NOTICE

This Privacy Notice describes how Revel Systems UAB (“Revel Systems”, “we”) collects and uses personal data about you for recruitment purposes.

Why is your personal data processed?

Your personal data (might consist of: your personal data, e.g. name, surname, home/term address, telephone number, personal email address, date of birth, gender, employment history, qualifications, nationality, social media accounts, profession, professional memberships, educational achievements, diplomas, transcripts, languages, computer skills, etc.) is processed by us for recruitment purposes, i.e. to assess your suitability for open positions at Revel Systems and submit proposals for jobs.

As a primary legal basis, the processing of your personal data is necessary for the transparent legitimate interest pursued by Revel Systems to recruit motivated and competent employees who are most suitable for a specific position.

We collect your personal data either directly from you, when you submit it to us through the job offer website/ enter it into the recruitment tool/ submit to us by our application form / submit it to us by email and in the documents attached (CV, reference, covering letter, etc.), or from third parties, including former employers, or referred by our employees.

In addition, we may view and process information you make publicly available on various career networking and job search sites. This information may be considered when assessing your professional experience and qualifications.

We request that you do not submit any special categories of data (e.g. details about your state of health or political views) as well as other data not necessary for assessing your suitability to the position offered by us. We cannot be held responsible for the security of such additional data.

Who has access to personal data?

We assure you that we keep your data safe and confidential.

Internally, the access to your personal data is limited to our Human Resources and recruitment team, managers of departments in which you seek recruitment, and IT staff if access to the data is necessary for performance of their roles. As a multinational group, Revel Systems has a legitimate interest in transmitting your personal data within the Revel Systems group, to affiliates/subsidiaries located all around the world (including USA and Australia), for Human Resources purposes related to the employment context.

To the extent permitted by law, your personal data may also be transferred to third party service providers, such as IT systems providers, cloud service providers, database providers, etc.

Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by us to help manage our recruitment and hiring process on our behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States. Because the European Union Commission has determined that United States data privacy

laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer was subject to appropriate additional safeguards under the Privacy Shield.

How long do we store your data?

If you are not chosen for the position, we may process your personal data in order to consider your candidacy and contact you in the future if there is a vacancy that corresponds to your profile. Personal data will be stored and processed not longer than for 5 years since the date of data submission. If you do not want your data to be processed after an unsuccessful application, you can object to processing of your personal data at any time by sending an e-mail to privacy@revelsystems.com.

If your application is successful, we will process your personal data until the end of your employment contract, with some personal data being archived for a longer period where required by law or for the establishment, exercise or defence of legal claims.

What are your rights?

As a data subject, you have the right to request access to the personal data we have on you, the right to request that we rectify, update and supplement your personal data, and the right to restrict processing or object to certain processing of your personal data.

You have the right to request that we erase all personal data about you (please note that we may be able to reject or restrict the request in some circumstances, depending on the information we hold and our lawful reason to keep it).

If you want to review, correct or request erasure of your personal information, or object to the processing of your personal data, please contact privacy@revelsystems.com in writing.

How to exercise your rights?

The controller of your personal data is Revel Systems UAB, Konstitucijos Ave 21C, Vilnius, Lithuania privacy@revelsystems.com.

To exercise the above rights, please send an email to privacy@revelsystems.com.

If you are not satisfied with our response, you have the right to make a complaint to the data protection authority in the jurisdiction where you live or work, or in the place where you think an issue in relation to your data has arisen. The contact details of each Data Protection Authority can be found at the following website:

http://ec.europa.eu/justice/data-protection/article-29/structure/data-protection-authorities/index_en.htm.