

GLOBAL APPLICANT PRIVACY NOTICE

Last Updated: September 12, 2024

What is the purpose of this document?

Brink's is a leading global provider of cash and valuables management, digital retail solutions, guarding services, and ATM managed services. Within the Brink's HR Recruitment department, we are responsible for the recruitment and selection of new employees and the further development and growth of current employees. You are being presented with a copy of this privacy notice because you are applying for work for the Brink's Company or one of its corporate affiliates ("Brink's"). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for.

The data controller of your personal data is the Brink's corporate group member to which you have applied for a job. If you wish to request this information please e-mail dpo_gdpr@brinksinc.com.

Data protection principles

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

The kind of information we hold about you

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided to us in your curriculum vitae (CV).
- The information you have provided on our application form, including name, family name, e-mail address, telephone number, address, postal code, country, language(s) spoken, gender, previous employers, duration of employment, and associated positions, education history, diplomas, and field of study, skillsets, and copies of identification and/or license(s).
- Any information you provide to us during an interview or otherwise in the course of the recruiting process.
- Any information we receive from third-party sources, such as employment references or credit histories, in accordance with applicable law.

How is your personal information collected?

We collect personal information about candidates from the following sources:

- You, the candidate.
- From third-party recruitment resources, such as LinkedIn or Indeed.
- Other third parties, including job references, background check providers, credit agencies, or the government, for instance the Disclosure and Barring Service in the UK, where applicable.

How we will use information about you

We will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for the role you are applying.
- Carry out background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Keep records related to our hiring processes.
- Comply with legal or regulatory requirements.
- For diversity purposes, in accordance with applicable law.

Having received your CV and/or your application form, we will then process that information to decide whether you meet the basic requirements to be shortlisted for the role. If you do, we will decide whether your application is strong enough to invite you for an interview. If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to offer you the role. If we decide to offer you the role, we may then run applicable background and criminal checks, and we may contact references, in accordance with applicable law.

Our lawful basis for processing

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal data, the Company relies on several grounds for processing your personal information.

- **Enter an Employment Agreement:** For most personal information, the processing is necessary for the Company to determine whether to enter into an employment agreement with you where applicable law requires an employment agreement.
- **Required By Law:** In certain circumstances, for example, where an applicant requests an accommodation for a disability, the processing will be required to comply with applicable law.
- **Legitimate Interests:** Where the grounds above do not apply, we process your personal data as may be necessary to pursue our legitimate interests in recruiting and hiring suitable personnel, for example, to reimburse your travel expenses if you travel to our offices for a job interview.
- **Consent:** Where none of these lawful grounds for processing listed above is applicable or where applicable law requires it, we rely on your consent to process your personal data.

If we require your consent, we will request it as part of the online application process. If you decline to consent, you may not be able to use the online application page to apply with us, and Brink's may not be able to consider you for the position for which you are applying.

If you fail to provide information when requested or provide falsified information, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully.

Information about your criminal convictions, gender, and health

We may collect information about your criminal conviction history, gender, and health depending on the role you apply for with us, in accordance with applicable law.

- In some countries, we are legally required to carry out criminal records checks to confirm there is nothing in your criminal convictions history which makes you unsuitable for the role.
- We may collect your gender for diversity purposes, in accordance with applicable law.
- We may collect your health information for the purpose of evaluating your fitness for duty, to address a request for accommodation in the application process, or to meet legally mandated requirements for hiring, in accordance with applicable law.

Automated decision-making

You will not be subject to decisions that will have a significant impact on you based on automated decision-making during the recruiting process.

Data sharing

Why might you share my personal information with third parties?

We will only share your personal information internally, and to the following third parties:

- **Brink's Affiliates**, such as a parent or subsidiary company, for recruiting purposes and maintaining a talent pool.
- **Service Providers**, to perform services on Brink's behalf, such as storage providers to manage our recruiting databases, administrative service providers to assist in the recruiting process, or other third parties for the purposes conducting background, credit, and/or criminal checks, in accordance with applicable law.
- **Where Required by Law**, such as when we respond to subpoenas, court orders, or other legal process.

All our third-party service providers and other entities in the Brink's corporate group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal information for their own purposes. We only permit them to process your personal information for specified purposes and in accordance with our instructions.

International Transfers

The personal information that we collect about you in the recruitment process may be transferred to, and stored on, our servers located in the U.S., and on servers maintained by our recruitment service providers which also in the United States.

Brink's and its service providers which process applicants' personal information comply with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce, each of which has been approved by the relevant EU, UK, or Swiss government authority as providing an adequate level of protection for transferred personal data. To learn more about the Data Privacy Framework (DPF) program, and to view our certification and our Data Privacy Framework Privacy Policy, please visit the Data Privacy Framework website: <https://www.dataprivacyframework.gov/>.

How will we safeguard your personal data?

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a data breach where we are legally required to do so.

How long will you use my information for?

If Brink's hires you, the personal information that we collect during the recruiting process will become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes. We will retain this information for the entire duration of your employment relationship with us and for the period thereafter as defined by our retention schedules and applicable law.

We will retain personal information of applicants that are not hired only for as long as permitted by applicable law or for two years after we have communicated to you our decision about whether to appoint you to the role, whichever is shorter. We retain your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with applicable laws and regulations.

With your consent, we will retain your personal information in our talent pool for up to three years, on the basis that a future opportunity may arise in future and we may wish to consider you for that.

Rights of access, correction, erasure, and restriction

Your rights in connection with personal information

Under certain circumstances and subject to applicable limitations and exceptions, by law you have the right to:

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and

to check that we are lawfully processing it, as long as our providing the personal information would not adversely affect the rights and freedoms of others.

- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying solely on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. If you do object in these circumstances, the processing of your personal information will be stopped unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims.
- **Request the restriction of processing** of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer** of your personal information in electronic form that you provided to Brink's to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact dpo_gdpr@brinksinc.com in writing. We will respond to such requests in accordance with applicable law.

Right to Lodge a Complaint

If you believe your personal data has been processed in violation of applicable data protection law, you have the right to lodge a complaint with the competent supervisory authority in the country where you reside, where you work, or where the alleged violation occurred.

Right to withdraw consent

When you applied for this role, you provided consent to us processing your personal information for the purposes of the recruitment exercise. You have the right to withdraw your consent for processing for that purpose at any time. To withdraw your consent, please contact dpo_gdpr@brinksinc.com. Any withdrawal shall not affect the lawfulness of processing based on your consent before its withdrawal, and Company will continue to retain the personal information that you provided us before you withdrew your consent for as long as allowed or required by applicable law.

Data protection officer

We have appointed a data protection officer (DPO) to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO at dpo_gdpr@brinksinc.com. You have the right to make a complaint at any time to the Data Protection Agency who is responsible for data protection issues in your country.

