

Privacy Notice – Traitify (Ireland) (“PN2”)

1. Introduction

This Privacy Notice is intended to describe the practices EY follows in relation to Traitify (the “Tool”) with respect to the privacy of all individuals whose personal data is processed and stored in the Tool.

2. Who manages the Tool?

“EY” refers to one or more of the member firms of Ernst & Young Global Limited (“EYG”), each of which is a separate legal entity and can act as a data controller in its own right. The entity that is acting as data controller by providing this Tool on which your personal data will be processed and stored is EY Global Services Limited. EY Global Services Limited licenses the Tool from WOOFOUND, INC., a Delaware corporation with its principal offices at 101 North Haven Street Suite 203 Baltimore, MD 21224.

The personal data you provide in the Tool is shared by EY Global Services Limited with one or more member firms of EYG (see “Who can access your information” section below).

The Tool is hosted externally by Amazon Web Services on servers in Ashburn, Virginia, USA.

3. Why do we need your information?

The Tool is used to promote EY’s brand, to collect data on prospective candidates in Ireland for future EY vacancies (“Ireland Participants”), and to allow EY to contact Ireland Participants about upcoming roles.

Your personal data processed in the Tool is used as follows:

The Tool will be made available via EY social media channels to promote EY’s brand to Ireland Participants. The personal data will be used to identify prospective candidates for vacancies in EY that arise in the future. EY may choose to contact an Ireland Participant if a vacancy arises in the future that matches their personality profile.

EY relies on the following basis to legitimize the processing of your personal data in the Tool:

The data subject has given consent to the processing of their personal data for one or more specific purposes. The provision of your personal data to EY is optional. However, if you do not provide all or part of your personal data, we may be unable to carry out the purposes for processing.

4. What type of personal data is processed in the Tool?

The Tool processes these personal data categories:

EY Personnel:

- EY Administrators
 - Full name
 - Email address
 - Activity log

- EY Users
 - Full name
 - Email address
 - Activity log
 - Test responses, scoring, and results – examples are attached below

Other:

- Ireland Participants
 - Full name
 - Email address
 - Activity log
 - Test responses, scoring, and results

This data is sourced from:

- EY Partners, employees or contractors (EY Users and EY Administrators) directly
 - Full name
 - Email address
 - Test responses

- Other parties
 - Provided directly by Ireland Participants:
 - Full name
 - Email address
 - Test responses
 - Test responses, scoring, and results of EY Users and Ireland Participants are generated by the Tool.
 - Activity log of EY Administrators, EY Users and Ireland Participants is generated by the Tool.

5. Sensitive Personal Data

Sensitive personal data reveals your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health or data concerning sex life or sexual orientation.

EY does not intentionally collect any sensitive personal data from you via the Tool. The Tool's intention is not to process such information.

6. Who can access your information?

Your personal data is accessed in the Tool by the following persons/teams:

Role	Location	Purpose for which access is required	Level of access rights (e.g. read-only, edit, delete)
EY Administrators	Global	Assess candidates and provide recruiters (EY personnel) with information on the prioritisation/scoring of candidates and any potential follow ups.	Read, edit, delete

EY Users	Global	To take the test to create the EY Norm Group as part of the recruitment process. Also to receive personal feedback on their personality type.	Read, write (their own data)
Ireland Participants	Global	To take the test so that EY can identify prospective candidates for future vacancies in EY. Also to receive personal feedback on their personality type.	Read, write (their own data)
Vendor Personnel	USA	Maintenance and support	Read, write, edit, delete

The access rights detailed above involves transferring personal data in various jurisdictions (including jurisdictions outside the European Union) in which EY operates (EY office locations are listed at www.ey.com/ourlocations). EY will process your personal data in the Tool in accordance with applicable law and professional regulations in your jurisdiction. Transfers of personal data within the EY network are governed by EY's Binding Corporate Rules (www.ey.com/bcr).

7. Data retention

The policies and/or procedures for the retention of personal data in the Tool are:

Data is retained only in line with EY business need.

Personal Data relating to Ireland Participants and EY Users is stored in the Tool, and the data will be stored for three years. Should the Traitify contract expire before the retention period stated above, all data will be removed.

Data on EY Administrators is retained for as long as their account is active and, if dormant for 12 months this would be reviewed and accounts deleted (if the person has left for example).

Data will be manually deleted, and will not be retained in a separate archive system before it is permanently deleted.

Your personal data will be retained in compliance with privacy laws and regulations.

After the end of the data retention period, your personal data will be deleted.

8. Security

EY is committed to making sure your personal data is secure. To prevent unauthorized access or disclosure, EY has technical and organizational measures to safeguard and secure your personal data. All EY personnel and third parties EY engages to process your personal data are obliged to respect your data's confidentiality.

9. Controlling your personal data

EY will not transfer your personal data to third parties (other than any external parties referred to in section 6 above) unless we have your permission or are required by law to do so.

You are legally entitled to request details of EY's personal data about you.

To confirm whether your personal data is processed in the Tool or to access your personal data in the Tool, contact your usual EY representative or email your request to global.data.protection@ey.com.

10. Rectification, erasure, restriction of processing or data portability

You can confirm your personal data is accurate and current. You can request rectification, erasure, restriction of processing or a readily portable copy of your personal data by contacting your usual EY representative or by sending an e-mail to global.data.protection@ey.com

11. Complaints

If you are concerned about an alleged breach of privacy law or any other regulation, contact EY's Global Privacy Officer, Office of the General Counsel, 6 More London Place, London, SE1 2DA, United Kingdom or via email at global.data.protection@ey.com or via your usual EY representative. An EY Privacy Officer will investigate your complaint and provide information about how it will be handled and resolved.

If you are not satisfied with how EY resolved your complaint, you have the right to complain to your country's data protection authority. You can also refer the matter to a court of competent jurisdiction.

12. Contact us

If you have additional questions or concerns, contact your usual EY representative or email global.data.protection@ey.com.