
Data Privacy Notice and Consent Form – Talent Acquisition

This Data Privacy Notice and Consent Form is intended for reference by all applicants during the Kantar job applicant process, and includes details about how Kantar collects, processes and shares data. We are making these updates to our privacy policy as the General Data Protection Regulation (GDPR) takes effect across the European Union. We are taking the opportunity to align and make improvements to our data collection and management processes across all our global operations. We want to ensure that we are clear and transparent with all applicants. The Kantar Group Limited is the data controller (“Kantar”), its registered address is 6 More London Place Tooley Street London SE1 2QY. Data may be shared with other Kantar group companies, but not with third parties.

Consent

By acknowledging this Notice, you are agreeing and providing consent for Kantar to retain and access your data for the sole purposes and within the restrictions described below.

Data Collection

If you are interested in applying for a position at a Kantar company, or to learn more about a position, you may be asked to provide personal information such as contact details or professional background qualification information for the agreed job application, recruitment and placement process. This could be collected from you through the Kantar Careers website, the Kantar job application website (hosted by Taleo, Oracle), by telephone, by email or via dedicated recruitment platform such as LinkedIn.com. The information you provide to Kantar will be processed in accordance with the GDPR and will be obtained solely for the purpose of recruitment into Kantar.

Global Operations, Country Data Transfers, Data Sharing

Kantar and its companies operate with internal recruiters, stakeholders and offices across many countries around the globe. In the course of Kantar’s job recruitment, applicant and placement process, the personal data and professional information you provide may be processed, transferred, and shared with Kantar employees and contractors who are engaged in the recruiting and interviewing process in respective Kantar companies. This may also include our Group Holding Company, WPP Group, for certain placement approval requirements. Your personal data will be shared with our Global Mobility team, if we are supporting with your relocation. We may also use contracted third party suppliers or services in the job recruitment, applicant and placement process. We also reserve the right to disclose your information as required by law, court order, or legal process served on us, when we believe that disclosure is necessary to protect our rights, or to combat suspected fraudulent activities.

Website Cookie Use

The Kantar Careers and the Kantar Taleo hosted website may use cookies in the performance of its data collections functions. Further information on our cookies policies can be found here - <http://www.kantar.com/cookies-policies>

Data Retention & Accuracy

We take all reasonable steps to keep personal information accurate, complete, current and relevant, based on the most recent information made available to us by you. We are required by law to keep your personal data only for as long as is necessary for the purposes of recruitment. The period for which we keep your personal data will be determined by a number of criteria, including the purposes

for which we are using the information, the amount and sensitivity of the information, the potential risk from any unauthorised use or disclosure of the information, and our legal and regulatory obligations. Consent will be reviewed regularly for those held on the database to ensure you wish to remain.

Kantar may contract with trusted third parties to perform background check procedures on job candidates. However, before a background check is performed we will contact you to obtain your permission for performance of a background check and to provide you with information about how you can obtain a copy of information from the background check third party supplier if you have questions or concerns.

Rights of Individuals

Under the GDPR, you have the right to access, rectify or erase your personal information from our systems, unless we have legitimate interest or other legal basis reasons to process it. You may also have the following rights if we hold personal information about you:

- Right to restrict processing of your personal information;
- Right to withdraw consent to use your personal information;
- Right to opt out of processing;
- Right to have the personal data that you've provided to us provided to you in a structured and commonly-used electronic format. You can also ask us to transfer your personal data directly to another company if that's feasible.

To request access to personal information that we hold about you, you should submit your request in writing to the e-mail address shown below in 'How to contact us'. If you notify us that you wish to exercise any of these rights, we shall respond within 4 weeks. Any access request may be subject to a small fee to meet our costs in providing you with details of the information we hold about you.

Data Security

We have put in place reasonable administrative, technical, and physical safeguards to protect against unauthorized access to the information we collect. However, no security measures are 100% impenetrable and we cannot guarantee against all potential security breaches. Moreover, the transmission of information over the Internet is not inherently secure, and we are not responsible for the transmission of information over networks that we do not control. Your use of our website service demonstrates your assumption of these risks.

Data Transfer in Merger, Acquisitions

In the event we go through a business transition, such as a merger, acquisition by another company, or sale of all or a portion of its assets, your information may be among the assets transferred. Your personal data will not be transferred to a country or territory outside the European Economic Area, unless that country or territory ensures an adequate level of protection for the rights and freedoms of data subjects in relation to the processing of personal data.

How to Contact Us:

You can contact our Data Protection Officer (DPO) Gillie Abbotts-Jones at info@kantar.com.