

## **StatsBomb Recruitment Privacy Policy**

**STATSBOMB SERVICES LIMITED** (“We”, “Us”, “Our”) are committed to protecting your personal data and respecting your privacy.

This Recruitment Privacy Policy describes how we handle and protect personal data, collected from you, or that you provide to Us, in connection with Our recruiting processes. In case of a conflict between this Recruitment Privacy and applicable law, applicable law will govern.

This Recruitment Privacy Policy only applies to the personal data of job applicants or potential candidates for employment, it does not form part of any contract of employment offered by Us to candidates

By submitting your personal data, you acknowledge that:

- You have read and understood this Recruitment Privacy Policy and agree to the use of your personal data as set out herein.
- Your personal data may be transferred and processed worldwide, including in countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified herein.
- You are not required to provide any requested information to Us, but your failure to do so may result in Our not being able to continue with your application.
- All of your representations are true and correct to the best of your knowledge and belief, and you have not knowingly omitted any related information of an adverse nature. Providing any inaccurate information may make you ineligible for employment.

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### **Your Personal Information**

We define personal data broadly as information that directly identifies an individual or that makes an individual identifiable when combined with other information, including, but not limited to:

- Information that you provide when you apply for a role. This includes information provided through our jobsite, via email, in person at events, during video interviews

and/or by any other method, such as your: name, contact details, qualifications, experience and skills and employment history.

- Correspondence, such as emails or messages.
- A record of your progress through any hiring process that we may conduct.
- Details of your visits to Our Website and Jobsite including, but not limited to, traffic data, location data, weblogs and other communication data, such as the site or person that referred you to Us

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## **GDPR**

With regards to General Data Protection Regulations (“GDPR”) We use BambooHR, an online application provided by BambooHR LLC, to process personal information as a data processor on Our behalf. BambooHR is only entitled to process your personal data in accordance with Our instructions.

When you apply for a job opening via an agency or another service provider (“Partner”), you should note the Partner may retain your personal data and may also collect data from Us in respect of the progress of your application. Any use by the Partner of your data will be in accordance with the Partner’s Privacy Policies.

## **Uses of Your Information**

### **Lawful basis for processing**

We rely on legitimate interest as the lawful basis on which We collect and use your personal data. Our legitimate interests are: the recruitment of staff for Our business, ensuring we recruit appropriate employees and evaluating and maintaining the integrity of our recruiting process.

### **Purposes of processing**

We use information held about you in the following ways:

- To consider your application in respect of a role for which you have applied.
- To consider your application in respect of other roles.
- To communicate with you in respect of the recruitment process.
- To enhance any information that we receive from you with information obtained from third party data providers.

- To find appropriate candidates to fill our job openings.
- To help our service providers (such as BambooHR and its processors and data providers) and Partners (such as agencies through which you may have applied) improve their services.
- We may also use your personal data for analytics purposes including in aggregated/pseudonymised form, to improve our recruitment and hiring process and augment our ability to attract successful candidates

## **Disclosure of Your Information**

As set out above, we pass your information to our third party service provider BambooHR, who use it only in accordance with our instructions and as otherwise required by law.

Where you have applied for a job opening through another service provider, We may disclose to the service provider certain personal data that We hold. The service provider shall be the data controller of this data and shall therefore be responsible for complying with all applicable law in respect of the use of that data following its transfer by Us.

In addition, we may disclose or transfer your personal data in the event of a merger, sale, joint venture, or other transfer or disposition of all or any portion of our business.

Except to the extent necessary to accomplish Our purposes described in this Recruitment Privacy Policy, we do not disclose your personal data to third parties. We also prohibit our service providers from using your personal data for non-StatsBomb purposes. We do not otherwise share or sell your personal data to third parties.

Your personal data may be accessed by recruiters and interviews worldwide, including in countries that may not be deemed to provide the same level of data protection as your home country or country of residence.

## **How We Store Your Personal Data**

### **Security**

We limit access to your personal data to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

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

Unfortunately, the transmission of information via the internet is not completely secure. Although We will do Our best to protect your personal data, We cannot guarantee the security of your data transmitted through any online means, therefore any transmission remains at your own risk.

### **Where We Store Your Personal Data**

The data that We collect from you and process using BambooHR's Services may be transferred to, and stored at, a destination outside the UK or the European Economic Area ("EEA"). It may also be processed by staff operating outside the UK or the EEA who work for Us or for one of our suppliers. By submitting your personal data, you agree to this transfer, storing or processing.

### **How Long We Keep Your Personal Data**

We will hold your data for six months.

Your personal information can be deleted before this time upon receipt of a written request from you, via email to: [careers@statsbomb.com](mailto:careers@statsbomb.com)

If you accept an offer of employment with us, any relevant personal data collected during your pre-employment period will become part of your personnel records and will be retained in accordance with specific country requirements and with the privacy notice applicable to StatsBomb employees, provided during the on-boarding process.

We may want to remain in contact with you and consider you for future employment opportunities. In such an event, wW will seek your consent to keep your data for a period of two years. This is entirely optional and if you wish to withdraw at any time, please contact Us at [careers@statsbomb.com](mailto:careers@statsbomb.com)

### **Your Rights**

In accordance with applicable law, you may have one or more of the following rights:

- A right to request information about personal data We hold about you, including details of how We use that information and who We share it with
- A right to request a copy of the personal data We hold about you
- A right to amend or rectify your personal data if any of the information held about you is incorrect or out of date
- A right to portability of your personal data

- A right to request erasure of your personal data
- A right to demand that we cease the processing of your personal data
- A right to withdraw your consent to the processing of your data, to the extent our processing relies on your consent as the lawful basis for processing. This right may not apply if there are other legal justifications to continue processing or retaining certain personal data.
- A right to provide us with instructions as to the processing of your personal data in case of death
- The right to lodge a complaint with a competent data protection authority. For applicants in the UK, this is Information Commissioner, whomay be contacted at <https://ico.org.uk/make-a-complaint>

For UK applicants, further information on your rights, including the circumstances in which they apply, can be found on the ICO website: [Guidance from the UK Information Commissioner's Office \(ICO\) on individuals rights under the UK GDPR.](#)

## **Contact**

All questions, comments and requests regarding this Privacy Notice, or if you would like to make a request to access, review, correct, delete or port the personal data we have collected about you, to assert a right with regard to your personal data, or to discuss how we process your personal data, please contact Us via email: [careers@statsbomb.com](mailto:careers@statsbomb.com).

To help protect your privacy and security, we will take reasonable steps to verify your identity before granting you access to your personal data. We will make reasonable attempts to promptly investigate, comply with, or otherwise respond to your requests as may be required by applicable law. Depending upon the circumstances and the request, we may not be permitted to provide access to personal data or otherwise fully comply with your request; for example, where producing your information may reveal the identity of someone else.