

MCCARTHY TÉTRAULT: RECRUITMENT PRIVACY NOTICE

This notice

1. Like most businesses, McCarthy Tétrault holds and processes a wide range of information, some of which relates to individuals who are applying to work for or with us. This Privacy Notice explains the type of information we process, why we are processing it and how that processing may affect you, when you apply for a position with McCarthy Tétrault's London Office.
2. This Privacy Notice deals with our use of your personal data for the following recruitment purposes:
 - To assess your suitability for any position for which you may apply for at McCarthy Tétrault (or future positions for which we think you may be suitable), including applications that we receive online, via email or by hard copy or in person.
 - To review McCarthy Tétrault's equal opportunities profile in accordance with the requirements of the Solicitors Regulation Authority, and to ensure that McCarthy Tétrault does not discriminate on the grounds of gender, race, ethnic origin, age, religion, sexual orientation, disability or any other basis. All recruitment decisions are made entirely on merit.
3. This Privacy Notice focuses on individuals who are applying to work for or with us (for instance, employees, self-employed freelancers etc.) and the data we process as part of those processes.
4. This Privacy Notice is set out in this document (the Core Notice) and the Supplementary Information in Annex 1 to this document. In the Supplementary Information, we explain what we mean by "personal data", "processing", "sensitive personal data" and other terms used in the notice.
5. In brief, this Privacy Notice explains:
 - what personal data we hold and why we process it;
 - the legal grounds which allow us to process your personal data;
 - where the data comes from, who gets to see it and how long we keep it;
 - how to access your personal data and other rights; and
 - how to contact us.

What is our legal basis?

6. Where we use your personal data in connection with recruitment, it will be in connection with us taking steps at your request to enter a contract we may have with you or it is in our legitimate interest to use personal data in such a way to ensure that we can make the best recruitment decisions for McCarthy Tétrault. We will not process any sensitive personal data except where we are able to do so under applicable legislation or with your explicit consent.

Personal data – what we hold and why we process it

7. We process data for the purposes of our business including recruitment, management, administrative, employment/engagement and legal purposes. The Supplementary Information provides more specific information on these purposes, on the type of data that

may be processed and on the grounds on which we process data. See *Legal grounds for processing personal data* and *Further information on the data we process and our purposes*.

Where the data comes from and who gets to see it

8. Some of the personal data that we process about you comes from you. For example, you tell us your contact details and work history. If you are joining us, you may provide your banking details.
9. Other personal data may come from third parties such as recruiters acting on your behalf or from your references.
10. Your personal data will be seen internally by managers and, in some circumstances (particularly, if you join us) by colleagues in members of our group in Canada and the US. We will, where necessary and as set out in this Privacy Notice, also pass your data outside the organisation, for example to people you are dealing with and payroll agencies. Further information on this is provided in the Supplementary Information. See *Where the data comes from* and *Who gets to see your data?*

How long do we keep your personal data?

11. We do not keep your personal data for any specific period, but will not keep it for longer than is necessary for our purposes. In general, if you become employed by or engaged with us, we will keep your personal data for the duration of that relationship and for a period afterwards. If you are unsuccessful in your application, we will likely keep your personal data for a short period after informing you that you were unsuccessful. See *Retaining your personal data – more information* in the Supplementary Information.

Transfers of personal data outside the EEA

12. We will, where necessary and as set out in this Privacy Notice, transfer your personal data outside the EEA (European Economic Area) to members of our group in Canada and the US who are involved in the application process. Further information on these transfers and the measures taken to safeguard your data are set out in the Supplementary Information under *Transfers of personal data outside the EEA – more information*.

Your data rights

13. You have a right to make a subject access request to receive information about the data that we process about you. Further information on this and on other rights is in the Supplementary Information under *Access to your personal data and other rights*. We also explain how to make a complaint about our processing of your data.

Contact details

14. In processing your personal data, we act as a data controller. Our contact details are as follows:

Chief Privacy Officer chiefprivacyofficer@mccarthy.ca

Status of this notice

15. This notice does not form part of any relevant contract we have with you and does not create contractual rights or obligations. It may be amended by us at any time.

SUPPLEMENTARY INFORMATION

What do we mean by “personal data” and “processing”?

1. “Personal data” is information relating to you (or from which you may be identified) which is processed by automatic means or which is (or is intended to be) part of a structured manual filing system. It includes not only facts about you, but also intentions and opinions about you.
2. Data “processed automatically” includes information held on, or relating to use of, a computer, laptop, mobile phone or similar device. It covers data derived from equipment such as access passes within a building, data on use of vehicles and sound and image data or photographs.
3. “Processing” means doing anything with the data. For example, it includes collecting it, holding it, disclosing it and deleting it.
4. Personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, health, sexual orientation, sex life, trade union membership and genetic and biometric data are subject to special protection and considered by EU privacy law to be “sensitive personal data”.
5. References in this Privacy Notice to employment, work (and similar expressions) include any arrangement we may have under which an individual provides us with work or services, or applies for such work or services. By way of example, when we mention an “employment contract”, that includes a contract under which you provide us with services; when we refer to ending your potential employment, that includes terminating a contract for services.

We use the word “you” to refer to anyone within the scope of the notice.

LEGAL GROUNDS FOR PROCESSING PERSONAL DATA

What are the grounds for processing?

6. Under data protection law, there are various grounds on which we can rely when processing your personal data. In some contexts more than one ground applies. We have summarised these grounds as Contract, Legal obligation, Legitimate Interests and Consent and outline what those terms mean in the following table.

| <i>Term</i> | <i>Ground for processing</i> | <i>Explanation</i> |
|----------------------|---|--|
| Contract | Processing necessary for performance of a contract with you or to take steps at your request to enter a contract. | This covers carrying out our contractual duties and exercising our contractual rights. |
| Legal obligation | Processing necessary to comply with our legal obligations. | Ensuring we perform our legal and regulatory obligations. For example, providing a safe place of work and avoiding unlawful discrimination. |
| Legitimate Interests | Processing necessary for our or a third party's legitimate interests. | We or a third party have legitimate interests in carrying on, managing and administering our respective businesses effectively and properly and in connection with those interests processing your data. Your data will not be processed on this basis if our or a third party's |

| <i>Term</i> | <i>Ground for processing</i> | <i>Explanation</i> |
|-------------|--|---|
| | | interests are overridden by your own interests, rights and freedoms. |
| Consent | You have given specific consent to processing your data. | In general, we do not process your personal data on the basis of your consent. But there may be occasions where we do specific things such as provide a reference and rely on your consent to our doing so. |

Processing sensitive personal data

7. If we process sensitive personal data about you (for example (but without limitation), storing your health records to assist us in ensuring that we provide you with a healthy and safe workplace or processing personal data relating to diversity monitoring), as well as ensuring that one of the grounds for processing mentioned above applies, we will make sure that one or more of the grounds for processing sensitive personal data applies. In outline, these include:

- Processing being necessary for the purposes of your or our obligations and rights in relation to our working relationship in so far as it is authorised by law or collective agreement;
- Processing relating to data about you that you have made public (e.g. if you tell colleagues and/or individuals at McCarthy Tétrault that you are ill);
- Processing being necessary for the purpose of establishing, making or defending legal claims;
- Processing being necessary for provision of health care or treatment, medical diagnosis, and assessment of your working capacity; and
- Processing for equality and diversity purposes to the extent permitted by law.

Further information on the data we process and our purposes

8. The Core Notice outlines the purposes for which we process your personal data. More specific information on these, examples of the data and the grounds on which we process data are in the table below.
9. The examples in the table cannot, of course, be exhaustive. For example, although the table does not mention data relating to criminal offences, we will also require criminal background checks for most roles.

| <i>Purpose</i> | <i>Examples of personal data that may be processed</i> | <i>Grounds for processing</i> |
|-----------------------------------|--|--|
| Recruitment / application process | Standard data related to your identity (e.g. your name, address, place of birth, nationality, contact details, professional experience, education, language skills), and any other personal data that you present us with as part of your application related to the fulfilment of the role. | Contract Legal obligation Legitimate interests |

| <i>Purpose</i> | <i>Examples of personal data that may be processed</i> | <i>Grounds for processing</i> |
|---|--|---|
| | <p>Information concerning your application and our assessment of it, your references, any checks we may make to verify information provided or background checks and any information connected with your right to work.</p> <p>If necessary, we will also process information concerning your health, any disability and in connection with any adjustments to working arrangements.</p> | |
| Entering into a contract with you (if you are made an offer by us) | Information on the terms under which you are employed by or engaged with us from time to time (e.g. your hours and working patterns, pay and benefits, such as your participation in pension arrangements, life and medical insurance; and any bonus or share schemes). | <p>Contract</p> <p>Legal obligation</p> <p>Legitimate interests</p> |
| Contacting you or others on your behalf | Your address and phone number, emergency contact information and information on your next of kin. | <p>Contract</p> <p>Legitimate interests</p> |
| Payroll administration (for employees and workers only) | <p>Information on your bank account, pension contributions and on tax and national insurance</p> <p>Your national insurance number or other government issued identifier.</p> | <p>Contract</p> <p>Legal obligation</p> <p>Legitimate interests</p> |
| Financial planning and budgeting (for employees and workers only) | Information such as your proposed salary and (if applicable) envisaged bonus levels. | Legitimate interests |
| Providing information to third parties in connection with transactions that we contemplate or carry out | Information on any offer made to you and your proposed contract and other workplace data that may be required by a party to a transaction such as a prospective purchaser, seller or outsourcer. | Legitimate interests |
| Monitoring of diversity and equal opportunities | Information on your nationality, racial and ethnic origin, gender, sexual orientation, religion, disability and age as part of diversity monitoring initiatives. Such data will aggregated and used for equality of opportunity monitoring purposes. Please note we may share aggregated and anonymised diversity statistics with regulators if formally required / requested. | <p>Legitimate interests</p> <p>Legal obligation</p> |
| Disputes and legal proceedings | Any information relevant or potentially relevant to a dispute or legal proceeding affecting us. | <p>Legitimate interests</p> <p>Legal obligation</p> |

| <i>Purpose</i> | <i>Examples of personal data that may be processed</i> | <i>Grounds for processing</i> |
|--------------------------------|---|-------------------------------|
| If relevant, Regulatory issues | For instance, complying with requirements set out by the Solicitors Regulation Authority. | Legal obligation |

10. Please note that if you accept an offer from us, McCarthy Tétrault will process further information as part of the employment relationship. We will provide you with our full *Workplace Privacy Notice* as part of the on-boarding process.

Where the data comes from

11. When you apply to work for or with us, the initial data about you that we process is likely to come from you: for example, contact details, bank details and information on your immigration status and whether you can lawfully work. Where necessary and in accordance with this privacy notice, we will require references and information to carry out background checks. If you have concerns about this in a particular context, you should speak to your recruiter or the Managing Partner.
12. Please note we may also receive data from third party recruiters, agents and similar organisations as a part of the recruitment process.

WHO GETS TO SEE YOUR DATA?

Internal use

13. Where necessary and in accordance with this Privacy Notice, your personal data will be disclosed to relevant managers and administrators for the purposes of your application as mentioned in this document. We will also disclose this to members of our group in Canada and the US where necessary for decision making regarding your application – this will depend on the type of role you are applying for.

External use

14. We will only disclose your personal data outside McCarthy Tétrault if disclosure is consistent with a ground for processing on which we rely and doing so is lawful and fair to you.
15. We will disclose your data if it is necessary for our legitimate interests as an organisation or the interests of a third party (but we will not do this if these interests are over-ridden by your interests and rights, in particular, to privacy). We will also disclose your personal data if you consent, where we are required to do so by law and in connection with criminal or regulatory investigations.
16. Specific circumstances in which your personal data may be disclosed include:
- Disclosure to organisations that process data on our behalf such as our payroll service, insurers and other benefit providers, our bank and organisations that host our IT systems and data. This would normally occur if you accept an offer from us and would be carried out as part of the on-boarding process;
 - To third party recruitment consultants and similar businesses as a part of the recruitment process;
 - Disclosure of aggregated and anonymised diversity data to relevant regulators as part of a formal request (see above); and
 - To third parties for the purpose of assessing efficiency of mobile device usage (as detailed above) on an anonymised basis.

Retaining your personal data – more information

17. Although there is no specific period for which we will keep your personal data, we will not keep it for longer than is necessary for our purposes. In general, if your application is successful, we will keep your personal data for the duration of the working relationship and for a period afterwards. If you are unsuccessful, we will likely keep your personal data for a short period after informing you that you were unsuccessful. In considering how long to keep your data, we will take into account its relevance to our business and your potential employment/engagement either as a record or in the event of a legal claim.
18. If your data is only useful for a short period we will delete it.
19. Personal data relating to job applicants (other than the person who is successful) will normally be deleted after 12 months.

Transfers of personal data outside the EEA – more information

20. In connection with our business and for employment/engagement, administrative, management and legal purposes, we may transfer your personal data outside the EEA to members of our group assisting with the recruitment process in Canada and the US). We will ensure that any transfer is lawful and that there are appropriate security arrangements.
21. We have entered into an agreement ensuring that appropriate and suitable safeguards are in place with members of our group. If you wish to see details of these safeguards, please ask the Chief Information Officer.

Access to your personal data and other rights

22. We try to be as open as we reasonably can about personal data that we process. If you would like specific information, just ask us.
23. You also have a legal right to make a “subject access request”. If you exercise this right and we hold personal data about you, we are required to provide you with information on it, including:
 - Giving you a description and copy of the personal data; and
 - Telling you why we are processing it.
24. If you make a subject access request and there is any question about who you are, we may require you to provide information from which we can satisfy ourselves as to your identity.
25. As well as your subject access right, you may have a legal right to have your personal data rectified or erased, to object to its processing or to have its processing restricted. If you have provided us with data about yourself (for example your address or bank details), you have the right to be given the data in machine readable format for transmitting to another data controller. This only applies if the ground for processing is Consent or Contract.
26. If we have relied on consent as a ground for processing, you may withdraw consent at any time – though if you do so that will not affect the lawfulness of what we have done before you withdraw consent.

Complaints

27. If you have complaints relating to our processing of your personal data, you should raise these with the Managing Partner in the first instance. You may also raise complaints with your statutory regulator. For contact and other details ask the Managing Partner.

Status of this notice

28. This notice does not form part of any relevant contract we have with you and does not create contractual rights or obligations. It may be amended by us at any time.