

Ware Malcomb Talent Acquisition Privacy Statement

Important: How We Use Your Data

Who We Are: Ware Malcomb refers to the global company including its related subsidiaries and affiliated entities.

Application Process: When you apply for a job with Ware Malcomb through our Applicant Tracking System (ATS), operated by Lever, your personal information is securely stored and processed according to our instructions. Lever will not share your information with any other organization.

Use of Your Information: The information you provide will be used to evaluate your suitability for employment. It will be accessed by our talent acquisition team, hiring managers, interviewers, and HR and technical support teams. This information helps us process your application, arrange and conduct interviews, assess interview outcomes, and improve our talent acquisition processes. We may also use it for reporting, surveys, and legal compliance.

If Hired: If you are hired, the information from your application may become part of your HR record. We may also conduct pre-employment checks, such as verifying your address, academic qualifications, and references.

Data Sharing: Your personal information may be shared across Ware Malcomb offices, which could involve transferring your data to countries with different data protection laws.

Your Rights: You can view and modify your personal information at any time through the Ware Malcomb careers website (<https://waremalcomb.com/join-our-team/>). In some cases, you can request a copy of your information, correct it, or delete it by contacting careers@waremalcomb.com.

Data Retention: We only collect the information we need and will not keep it longer than necessary.

Consent: By continuing with your application, you agree to the processing of your personal data as described. If you do not agree, we cannot proceed with your application.