

DATA PROTECTION NOTICE FOR JOB APPLICANTS

This Data Protection Notice ("**Notice**") sets out the basis upon which **Elixir Technology Pte Ltd or affiliates of Elixir Group of Companies** ("**we**", "**us**" or "**our**") may collect, use, disclose or otherwise process personal data of job applicants under the Personal Data Protection Act ("**PDPA**"). This Policy applies to personal data in our possession or under our control, including personal data in possession of organisations which we have engaged in collecting, using, disclosing or processing of personal data for our purposes.

As part of any recruitment process, we collect and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations. By sending us your resume you agree to the collection, use and/or disclosure of your personal data in the manner as set out in our Data Protection Notice for Job Applicants.

APPLICATION OF THIS NOTICE

1. This Notice applies to all persons who have applied for any such position with us ("**job applicants**").

PERSONAL DATA

1. As used in this Notice, "**personal data**" means data, whether true or not, about a job applicant who can be identified: (a) from that data; or (b) from that data and other information to which we have or are likely to have access.
2. Personal data which we may collect includes, without limitation, your:
 - (a) name, mailing address, contact numbers, email address and other contact details;
 - (b) resume, educational qualifications, professional qualifications and certifications and employment references;
 - (c) employment and training history;
 - (d) past employment information; and
 - (e) contact details of referees.
3. Other terms used in this Notice shall have the meanings given to them in the PDPA (where the context so permits).

COLLECTION, USE AND DISCLOSURE OF PERSONAL DATA

4. We generally collect personal data:
 - (a) You knowingly and voluntarily provide in the course of or in connection with your job application with us, or via a third party who has been duly authorised by you to disclose your data to us (your "**authorised representative**", which may include your job placement agent), after:
 - i. you (or your authorised representative) have been notified of the purposes for which the data is collected, and
 - ii. you (or your authorised representative) have provided written consent to the collection and usage of your data for those purposes, or
 - (b) Collection and use of personal data without consent is permitted or required by the PDPA or other laws. We shall seek your consent before collecting any additional personal data and before using your data for a purpose which has not been notified to you (except where permitted or authorised by law).
5. You have choices regarding our collection, use or disclosure of your personal data. If you choose not to provide us with the personal data described in this notice, we may not be in a position to process your job application. You have the right to object to the

processing of your personal data and withdraw your consent in the manner described in section 9 below.

6. We may collect, disclose or use your personal data pursuant to an exception under the Personal Data Protection Act or other written law such as during the following situations:
 - (a) To respond to an emergency that threatens your life, health and safety or of another individual; and
 - (b) Necessary in the national interest, for any investigation or proceedings
7. We collect, use, and may disclose your data to third parties and/ or affiliates of Elixir Group of Companies where necessary for the following purposes:
 - (a) assessing and evaluating your suitability for employment in any current or prospective position within the organization,
 - (b) verifying your identity and the accuracy of your details and other information provided,
 - (c) assessing and evaluating your suitability for employment/appointment or continued employment/appointment in any position within our organization, and
 - (d) facilitating our compliance with any laws, customs and regulations which may apply to us.
8. The purposes listed in the above clauses may continue to apply even in situations where your relationship with us (for example, under your employment contract should you be hired) has been terminated or altered in any way, for a reasonable period. After that (including, where applicable, a period to enable us to enforce our rights under a contract with you).

WITHDRAWING CONSENT

9. The consent that you provide for the collection, use and disclosure of your data will remain valid until such time you are withdrawing it in writing. As a job applicant, you may withdraw consent and request us to stop collecting, using or disclosing your data for any or all of the purposes listed above by submitting your request in writing or via email to our Data Protection Officer at the contact details provided below.
10. We seek to process and effect your written withdrawal request within twenty (20) days of receiving it. We will notify you of the consequences of your request, including any legal consequences which may affect your rights and liabilities to us.
11. Whilst we respect your decision to withdraw your consent, please note that depending on the nature and extent of your request, we may not be in a position to process your job application (as the case may be). We shall, in such circumstances, notify you before completing the processing of your request (as outlined above). Should you decide to cancel your withdrawal of consent please submitting your request in writing or via email to our Data Protection Officer at the contact details provided below.
12. Please note that withdrawing consent does not affect our right to continue to collect, use and disclose personal data where such collection, use and disclose without consent is permitted or required under applicable laws.

ACCESS TO AND CORRECTION OF PERSONAL DATA

13. Please submit your request in writing or via email to our Data Protection Officer if you wish to:
 - (a) Make an access request to a copy of the personal data which we hold about you.
 - (b) Get information about how we use or disclose your data.
 - (c) Make a correction request to correct or update any of your data which we hold.

14. Please note that we may charge a reasonable fee for an access request. If so, we will inform you of the fee before processing your request.
15. We will respond to your request as soon as reasonably possible. In general, our response is within thirty (30) days. Should we not be able to respond to your access request within thirty (30) days after receiving your access request, we will inform you in writing within thirty (30) days of the time by which we will be able to respond to your request. If we are unable to provide you with any personal data or to make a correction requested by you, we shall generally inform you of the reasons why we are unable to do so (except where we are not required to do so under the PDPA).
16. Please note that depending on the request, we will only provide you with access to the personal data contained in the documents requested, and not to the entire documents themselves. In those cases, it may be appropriate for us to simply provide you with confirmation of the personal data that our organisation has on record if the record of your data forms a negligible part of the document.

PROTECTION OF PERSONAL DATA

17. To safeguard your data from unauthorised access, collection, use, disclosure, copying, modification, disposal or similar risks, we have introduced appropriate administrative, physical and technical measures such as up-to-date antivirus protection, encryption, and disclosing personal data both internally and to our authorised third-party service providers and agents only on a need-to-know basis.
18. You should be aware, however, that no method of transmission over the Internet or method of electronic storage is entirely secure. While security cannot be guaranteed, we strive to protect the security of your information and are continually reviewing and enhancing our information security measures.

ACCURACY OF PERSONAL DATA

19. We rely on personal data provided by you (or your authorised representative). To ensure that your data is current, complete, and accurate.
20. Please update us if there are changes to your data by informing our Data Protection Officer in writing or via email at the contact details provided below.

RETENTION OF PERSONAL DATA

21. We may retain your data for if it is necessary to fulfil the purposes for which they were collected, or as required or permitted by applicable laws.
22. We will remove your data, or remove how the data can be associated with you, as soon as it is reasonable to assume that such retention no longer serves the purposes for which the personal data were collected, and are no longer necessary for legal or business purposes.

TRANSFERS OF PERSONAL DATA OUTSIDE OF SINGAPORE

23. We may transfer your personal data out of Singapore however within affiliates of Elixir Group of Companies and we will take steps to ensure that your personal data continues to receive a standard of protection that is at least comparable to that provided under the PDPA.

DATA PROTECTION OFFICER

24. You may contact our Data Protection Officer if you have any enquiries or feedback on our data protection policies and procedures; or if you wish to make any request, in the following manner:

Contact No. : 6532 4300

Email Address : dpo@elixirtech.com

EFFECT OF NOTICE AND CHANGES TO NOTICE

25. This Notice applies in conjunction with any other policies, notices, contractual clauses and consent clauses that apply concerning the collection, use and disclosure of your data by us.
26. We may revise this Notice from time to time without any prior notice. You may determine if any such revision has taken place by referring to the date on which this Notice was last updated. Your continued employment and participation in our recruitment process constitute your acknowledgement and acceptance of such changes.

Effective date: 16 January 2023

Last updated: 16 January 2023

AGREED & ACCEPTED AS OF BY:

Applicant Signature :

Applicant Name :

Date :