

GLI Candidate Privacy Notice

At Gaming Laboratories International (GLI), we know that you care how we use information about you, and we appreciate your trust in us to do that carefully and sensibly. This Notice outlines how we collect and use the personal data of our candidates.

Who does this Notice apply to?

This Notice applies to all employment candidates of GLI and its affiliated companies.

What personal data does GLI collect about you, and how do we use it?

Generally, the personal data we collect from you helps us manage your recruiting and hiring process, conduct GLI's businesses, and comply with GLI's legal obligations.

We collect and use the following categories of personal data from and about our candidates (some or all may apply to you):

- Identification data
- Contact information
- Demographic data
- Data regarding responses to screening questions
- Background check information
- Previous employment information
- Data pertaining to work preferences and abilities
- Resume/CV data
- Job interview notes
- Assessment results

Collecting and using your data enables GLI to administer the recruiting process, including setting up an electronic job applicant HR file; managing your application; conducting assessments; organizing interviews; processing interview feedback; onboarding; and conducting background checks and screening. We will process your personal data to meet recordkeeping and internal and external reporting responsibilities. If necessary, your data will also be used in investigations and legal proceedings.

Typically, we do not use your personal data for so-called "automated decision-making". We will inform you separately if your personal data is ever made subject to automated decision-making.

In the event of an unsuccessful application, most candidates want us to retain the data they provided so that we can contact them about other interesting job opportunities at

GLI. We will retain your personal data for up to 3 years unless you notify us by email at HR@gaminglabs.com that you no longer wish to share your personal data with GLI.

Where does GLI obtain your personal data?

We obtain most of your personal data from you. We also create personal data about you in the course of the application process (for example, during interviews or via job assessments). Additionally, we collect certain types of personal data about you from third parties, including, for example, from recruitment agencies, references, etc.

With whom does GLI share your personal data?

Your personal data will only be shared within GLI and its affiliated companies where lawful to do so and for legitimate purposes. GLI takes appropriate steps to ensure that individuals who receive your data are bound to maintain confidentiality of the data.

In particular, where relevant, your personal data will be shared with:

- Hiring Managers for the position you applied for
- Other GLI Recruiters and hiring Managers for other positions we think you might be qualified for

In addition, we use a third party for recruitment-support services (e.g., Ceridian Dayforce for all locations, SEEK in Australia) In providing such services, these third parties process your personal data on GLI's behalf. For any third party that we use, we will confirm that they provide sufficient guarantees regarding the protection of your data. We will require that any third party complies with our data security standards and international transfer restrictions.

Does GLI transfer your personal data to countries outside the country/region in which you apply?

As a global company that is based in the US, our team of recruiters can be assigned to work on positions at any location where we have offices. Any transfer of data will be done in accordance with the law.

How is your personal data secured?

We maintain appropriate technical and organizational measures to protect the confidentiality of your personal data, including security measures to protect against

unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, your personal data.

How long does GLI store your personal data?

If your application for employment is successful and you commence employment with GLI, your personal data will be maintained for up to seven years after your separation with GLI.

If your application for employment is not successful, we will generally keep your personal data beyond the end of the application process for up to three years. We do this to as there may be another position for which you qualify and to satisfy (i) recordkeeping requirements, (ii) for potential use in legal proceedings and, (iii) to avoid unreasonable duplications of recruiting efforts.

What are my rights under applicable data protection laws?

You have the right to request access to, correction, or deletion of your personal data, to ask for data portability and the restriction of processing, as well as – depending on the laws of your country – the right to define instructions on your personal data after your death. You are also entitled to object to the processing of your personal data in certain instances. You may withdraw your consent for GLI to store your personal data by emailing us at HR@gaminglabs.com at any time.

To make a data subject request, please contact us at HR@gaminglabs.com.

Questions?

If you have any questions or concerns about your privacy, please send an email to HR@gaminglabs.com.