

United Kingdom Recruitment Personal Data Privacy Notice

The purpose of this personal data privacy notice is to inform you about how your personal data (i.e., information which directly or indirectly identifies you) is processed by D. E. Shaw & Co. (London), LLP ("D. E. Shaw London") and D. E. Shaw & Co., L.P. ("we", "us", "our") when you apply for employment with D. E. Shaw London. We are data controllers of your personal data.

What information do we collect?

We may collect some or all of the following information about you:

- Your name, address, and contact details, including email address and telephone number;
- Details of your qualifications, skills, experience, education and employment history;
- Sample work product such as, examples of software code or your written work;
- Information about your nationality, residency status, or entitlement to work in the UK (or other relevant jurisdiction);
- Details about your current or expected future compensation;
- Information you may provide voluntarily about your gender identity, race or ethnicity, or sexual orientation;
- Information about criminal convictions and/or offences to the extent any is identified during a background check; and
- Any other sort of information that you voluntarily provide to us.

Sometimes we will collect personal data about you from third parties. For example, we might:

- Receive certain of the information identified above from a recruiter;
- Obtain professional references from a former employer or other relevant referee that you identify to us; and
- Engage a background check provider to undertake an employment, credit and/or criminal background check.

Why do we process your personal data?

The provision of personal data by you is necessary in order for us to:

- (a) fulfil D. E. Shaw London's legal obligations (e.g., verification of a successful candidate's eligibility to work in the UK or other relevant jurisdiction);
- (b) undertake the preparatory steps necessary for D. E. Shaw London to enter into an employment agreement with you (where your application is successful); and
- (c) process your application and consider you for a position with D. E. Shaw London (including to communicate with you); administer, manage, and improve our recruiting operations; and, if your application is unsuccessful, to retain your information to allow us to contact you if we identify another role that may be a suitable fit for you in the future. We undertake these activities in our legitimate interests to manage our recruiting function, identify candidates, and recruit employees.

When we perform background checks, this may involve the processing of criminal record data; such data will only be processed with your consent or where specifically authorized or required by law. We will notify you if a criminal background check is necessary in connection with your application for employment.

You will have an opportunity to provide voluntary information about your gender identity, race or ethnicity, or sexual orientation. We use such information in order to fulfil our legitimate interest in evaluating and improving our diversity and inclusion efforts, and to review the existence or absence of equality between certain groups of people identified in the Data Protection Act 2018. Whether or not you choose to provide such information will not affect the review of your application for employment or the likelihood that we will make an offer of employment.

Your Right to Object – please note that you have a right to object to the processing of your personal data where that processing is carried out for our legitimate interests.

Unless you give us your explicit consent to do so, we will not use your personal data for purposes unrelated to the foregoing, such as to market third-party products to you.

Where we are required by law or contract to process certain personal data and you do not provide this to us when requested, we may not be able to process your application.

Who has access to your personal data?

In connection with the purposes describe above, we may disclose your personal data to:

- Our affiliates service providers (e.g., IT service providers, background check service providers), consultants and advisors
- Fraud prevention agencies and law enforcement agencies;
- Courts, governmental and non-governmental regulators and ombudsmen;
- Any third party that acquires, or is interested in acquiring or securitizing, all or part of our assets, shares, partnership interests, and/or membership interests, or that succeeds us in carrying on all or a part of our businesses, whether by merger, acquisition, reorganization or otherwise; or
- As required or permitted by law, including to comply with a subpoena or similar legal process or government request, or when we believe in good faith that disclosure is legally required or we have a legitimate interest in making a disclosure, such as where necessary to protect our rights and property.

We may disclose your personal data for the purposes described above to recipients (including our affiliates) located in other countries, including in India, which may not have data protection laws equivalent to those in the UK. We will make such transfers to the extent these are necessary for us to consider your application for employment and, if applicable, undertake the steps necessary to enter into an employment agreement with you.

For how long do we keep your personal data?

We will retain your personal data for prospective recruiting activities, including sourcing candidates for employment opportunities and for organizing events with prospective candidates, in accordance with our internal data retention procedures. The criteria used to determine the retention periods include: (i) how long the personal data is needed in connection with our evaluation of your application and other recruitment activities; (ii) the type of personal data collected; and (iii) whether we are subject to a legal, contractual or similar obligation to retain the data (e.g., employment law, mandatory data retention laws, government orders to preserve data relevant to an investigation, or data that must be retained for the purposes of resolving potential litigation or disputes).

If you would like more information about applicable data retention policies, please email privacy@deshaw.com. If you have submitted a resume to us and do not wish to proceed with your application, please email cvwithdraw@deshaw.com.

If your application for employment is successful, your personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your personal data will be held will be provided to you in a new privacy notice.

Your rights

You have a right to:

- request access to and rectification or erasure of your personal data;
- obtain restriction of processing or to object to processing of your personal data;
- ask for a copy of your personal data to be provided to you, or a third party, in a digital format; and
- withdraw consent to the processing of your personal data.

We will respond to your request in writing, or orally if requested, as soon as practicable and in any event not more than within one month after receipt of your request. In exceptional cases, we may extend this period by up to two months and we will tell you why. If you would like to exercise any of these rights, please contact us using the contact details provided below.

You also have a right to lodge a complaint about the processing of your personal data with the UK [Information Commissioner's Office](#).

We periodically review and may modify this notice. If we make modifications, we will continue our commitment to keeping your personal data secure. We will provide a notification on our website if we make substantial amendments to the notice .

Enquiries, requests, or concerns

All enquiries, requests, or concerns regarding this notice or relating to the processing of your personal data including all requests as detailed in the "Your rights" section above, should be sent to privacy@deshaw.com.