



CUBIC

Applicant Data Protection Notice

Cubic uses a global Recruiting System to receive, process and further handle job applications.

This Applicant Data Protection Notice ("Notice") provides you, as an applicant, with information on how the local Cubic entity, at which you apply for a position, collects, processes and uses your personal data

1. Collection, processing and use of applicant data

If you apply for a position at Cubic Transportation Systems Limited, Cubic Defence UK Limited, or any other Cubic entity located in the United Kingdom (collectively, "CUBIC UK") then the applicable CUBIC UK entity is the data controller and responsible for the collection, processing and use of your personal data. In the course of the application process, an applicant may provide the following categories of personal data to CUBIC UK and CUBIC UK may process and use, primarily through the Recruiting System, such categories of personal data. Certain data fields are required for an application; otherwise CUBIC UK is not able to process your application. Certain other data fields are optional. At the time when the application is submitted via the Recruiting System, only those data fields that are required are marked with an asterisk.

- Personal identification data of the applicant:
First and last name, address, country, personal e-mail address, personal telephone number
- Education and work experience of the applicant:
Information on work experience, educational background, other experience
- Other application data:
Information provided by applicant in the CV, language skills, information on websites stated by applicant in the application which show professional skills or a portfolio (to the extent relevant to the position and only if elected to be provided by the applicant), desired salary if elected to be provided by the applicant, work permit requirement, any disability to the extent additional adjustments/support are required in relation to the interview process.
- Information regarding a potential conflict of interest:
The role of any close family member (which means a parent, grandparent, spouse, child, or grandchild) who works for CUBIC UK.
- Information collected during interviews:
Information from notes taken during your interview, such as answers to questions about your job experiences, skills, abilities, certifications, education. This information will be retained in hard copy format in your personnel file (if you are offered and accept a role with Cubic) or promptly destroyed (if you are not offered a role with Cubic or you do not consent for us to retain these notes in your applicant file).

- Background check information:

Information obtained through reference checks, such as confirmation of your work or education history or personal references. This data is only obtained for applicants who are offered a role with CUBIC UK.

2. The purpose of the collection, processing and use of applicant data

CUBIC UK collects, processes and uses the applicant data for the following purposes:

- to determine the qualifications for the position to which applicant applied
- to determine eligibility as a potential employee at CUBIC UK (including eligibility to work in the UK) and to avoid any conflicts of interest, in particular, impermissible reporting line relationships within CUBIC UK (which will not automatically disqualify your application from consideration)
- to communicate with applicant
- in case of positive hiring decision, to use the data to carry out the employment relationship.
- to track sources of application to allocate internal hiring budgets
- to tailor the application questionnaire to the local law requirements
- settlement of expenses incurred by an applicant for the application procedure;
- internal control and company security;
- to establish or defend legal claims (if applicable), and to comply with applicable laws and regulations (including regulatory investigations and related internal investigations).
- in case of an interview, to reimburse the applicant for costs of travel
- in case of an interview, to make any adjustments to the interview process or location as required because of the applicant's disability or medical condition
- to notify you of future job opportunities including with other companies within the Cubic international group of companies.

Your data, for recruitment purposes will be retained for a period of 6 months.

3. Transfer of applicant data

a) Transfer to Workday

The applicant data of CUBIC UK are hosted on the global Recruiting System, currently operated by Workday Inc., 6230 Stoneridge Mall Road, Pleasanton, CA 94588, USA („Workday"). The global Recruiting System is hosted on servers in the United States, Ireland and the Netherlands.

b) Transfer within the Cubic Group for hiring decision

As CUBIC UK is part of an international group of companies (the "Cubic Group"), operating around the globe, CUBIC UK may share applicant data with other affiliates of the Cubic Group (in particular Cubic Corporation in the US and Cubic Transportation Systems Ltd. in the UK) at which the future line manager or supervisor for the position or other HR managers that are responsible for hiring decisions are located. Those individuals will process and use the applicant data in order to determine the qualifications for the position to which applicant



applied, to determine eligibility as a potential employee at CUBIC UK, to avoid any potential conflict of interests at Cubic workforce, and to communicate with applicant. Access will be provided on a need-to-know basis only. A list of the affiliates of the Cubic Group can be found here: <https://www.cubic.com/about/locations>.

c) Transfer to third party and intra-group service providers:

CUBIC UK may contract with third party service providers or other affiliates of the Cubic Group, each acting as data processors, as part of their normal business operations (e.g. recruitment/selection agencies, human resources specialists, data storage/hosting providers, application support and (online) application platform providers and IT service providers). CUBIC UK will diligently choose such service providers and endeavor that such service providers adopt adequate technical and organizational security measures to safeguard the applicant data, and use the applicant data only as per their instructions and for no other purpose.

d) Transfer to other third parties:

For the purposes listed under 2. above, CUBIC UK may also need to make the applicant data available to other third parties in general, such as: attorneys; administrative authorities, courts, law enforcement and/or regulatory authorities.

e) International Data Transfer

To the extent that any of the above mentioned recipients are located outside of the EU/EEA, CUBIC UK will take all necessary steps to adequately protect the applicant data. Where required by applicable law, CUBIC UK will put in place appropriate safeguards with the recipients, such inter-company agreement, EU standard contractual clauses ("EU Model Clauses") and data processing agreements.

4. Your Rights

You have the right to access, rectify, block and / or delete your applicant data in accordance with the applicable data protection law. In addition, when you use the Recruiting System to apply for a position, you may confirm that you do not wish to be notified of future job opportunities, and that you only want CUBIC UK to use your application for the purpose of considering your suitability for the specific position for which you applied. If you tell us that you do not wish to be notified of future job opportunities this will not affect or prejudice a hiring decision by Cubic.

If you want to exercise your rights, or if you want to make a complaint regarding the processing of your applicant data, please contact Cubic's Data Privacy Officer at Cubic Transportation Systems Ltd, AFC House, Honeycrock Lane, Salfords, Surrey RH1 5LA or via email at dataprivacy@cubic.com.