

## Privacy Notice for Job Candidates

Dear job candidate,

we are committed to protecting your privacy. As such, this Privacy Notice has been prepared to inform you of how your Personal Data (as defined below) will be handled when applying for a position with our Company. This Privacy Notice will also provide you with information so that you are able to understand how your Personal Data is processed.

You are free to decide what type of Personal Data, if any, to submit to us. Submitting your Personal Data is completely voluntary. However, if you choose not to submit certain Personal Data, this may restrict our ability to consider your Application.



### 1. Who we are

The GSCF entity to which you have submitted your Application and the GSCF's parent company Peridot Global Holdings Limited (together in this Privacy Notice referred to as the "**Company**" or "**we**") act as joint Data Controllers in relation to your Personal Data.

The Company therefore acts as a Data Controller in relation to your Personal Data in the context of your recruiting process. In this Privacy Notice, "**GSCF**" means Peridot Global Holdings Limited (UK) and all its subsidiaries (direct and indirect). If the contact details of the relevant Company that is acting as Data Controller in relation to your Personal Data (depending on the country of reference) were not yet provided to you in the job ad or otherwise, please refer to our team member from whom you have received this document for this information.

For any questions regarding the processing of your Personal Data by us, please contact us by using the relevant contact details provided at the end of this Privacy Notice.

At the end of this Privacy Notice, you will find definitions of the capitalized terms used herein, but not defined when first used in the text.



### 2. What data we process

When you apply for a position at the Company, we will collect the following personal information (which will be referred to collectively in this Privacy Policy as "**Personal Data**"):

#### a. Name, contact details, and other Personal Data

When you apply for a position at the Company, you may submit the following Personal Data as part of the recruitment process:

- name, address, telephone number, email address, other contact information;
- CV, résumés, cover letter, previous work experience/history including salary and allowance, academic qualifications;
- results of your assessments, if applicable.

#### b. Sensitive Data

CVs, résumés and cover letters, as well as other documents you may provide to us may contain Personal Data that may contain (whether inadvertently disclosed or not) Sensitive Data, such as (but not limited to) information revealing your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, health, sex life or sexual orientation. Since Sensitive Data is not needed for the assessment of your Application (and for the other purposes listed in this Privacy Notice), we kindly ask you to refrain from sharing any Sensitive Data in these documents, or by any other means when submitting your Application.

#### c. Other person's Personal Data

Please note that, if you intend to provide us with details of a reference or any other third party as part of your CV/ résumés, it is your responsibility to ensure that you are

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lawfully entitled to disclose these details to us (e.g., because you have those other persons' consent to do so). Where you disclose Personal Data related to other persons beyond your lawful entitlement to do so, in so doing you fully indemnify us against any complaints, claims or demands for compensation for damages which may arise from the processing of those Personal Data, initiated by the third parties whose information is processed by us following your initiative/actions.



### 3. Where we collect your Personal Data?

When you submit your Application to us (whether via our website or other channels where we have published our job advertisement), we receive your Personal Data directly from you. In some other cases, we may also receive your Application from our HR Partners, such as recruiting agencies and head-hunters that we have appointed for the selection process, as well as from other platforms through which job opportunities at the Company may be published (e.g., LinkedIn).

Moreover, if you have been referred for a position for which you are applying following the referral from a GSCF employee, we may receive certain Personal Data (e.g., name, surname, contact details, CV) from those employees.



### 4. Why we use Personal Data?

The Personal Data are used for the following purposes:

- **To assess your capabilities and qualifications for a role with us** – We will use your Personal Data to manage and evaluate your Application, to contact you in respect of your Application (e.g. to invite you for an interview and / or answer your questions / requests for clarifications). The processing of your Personal Data for this purpose is based on the need to execute your request for selection.
- **To prepare the offer letter, if your Application is successful** – If you are successful in your Application for a position at the Company, we will use the Personal Data that you have submitted in your Application in order to prepare an offer letter. The processing of your Personal Data for this purpose is based on the need to take steps prior to entering into an employment or other agreement with you.
- **To fulfil legal obligations to which we are subject** – We may use your Personal Data to comply with any legal obligations to which we are subject, which will be the legal basis for the processing of your Personal Data.
- **To share your Application with other GSCF entities** – Considering the global presence of GSCF, your Personal Data may be shared with other GSCF entities as needed in order to execute your request for selection or as necessary for our legitimate interest in transmitting such Personal Data for internal administrative and organizational purposes.
- **To stay in touch with you and contact you for future positions** – In case your Application is not successful for the specific position for which you have applied but we think your profile may be suitable for future positions, we may retain your Application in our system so that we can consider your profile and contact you for future career opportunities at GSCF. The processing of your Personal Data for this purpose is based on our legitimate interest to consider your profile for other future positions that may become available at GSCF and that may suit your professional profile.
- **To carry out statistical analysis on the outcome of the selection procedure** – We may retain some of your Personal Data for statistical reasons and recruiting metrics (e.g., number of Applications received for a given position, length of the recruiting process, etc.). If processing of your Personal Data is required for this purpose, it will be based on our legitimate interest in collecting insights on our recruiting process for internal planning and management purposes.
- **To protect our interests and those of third parties** – We may process Personal Data in order to protect our interests and those of other parties, in the context of the establishment, exercise or defence of legal claims related to your legal



relationship with us (also in relation to breaches of the Company's policies) as well as in out-of-court and pre-litigation stages. These purposes are based on our legitimate interest in protecting us and third parties involved.

Please note that if you are hired as an employee, any personal information you submitted during the recruitment process may become a part of your file and may be used for other employment/work-related purposes (e.g., to carry out background verification if you accept a conditional offer from us to the extent permitted by the applicable law). You will receive a specific Privacy Notice for Employees addressing this in further detail.

Currently we do not perform any decision-making based exclusively on automated processing (including profiling) which may produce legal effects concerning you or similarly significantly affect you. We will inform you if this changes.



#### 5. With whom we share your Personal Data?

We share your Personal Data with the following categories of subjects ("**Recipients**"):

- *The persons authorized by us:* these are our employees and / or independent contractors who have signed a confidentiality agreement or are otherwise subject to confidentiality obligations and are subject to specific instructions for the processing of your Personal Data;
- *External subjects to whom we entrust certain processing operations:* this category includes, for example, providers of IT security services, consultants, accountants, technology platforms for data hosting, recruitment companies acting on our behalf, etc.;
- *Other GSCF entities* which are entrusted with specific activities in connection with the management of the recruiting / hiring process or that are otherwise involved in the overall recruiting / hiring process;
- *Law enforcement or any other authority whose measures are mandatory for us:* this is the case, for example, when we have to comply with a judicial measure, a legal provision or when it is necessary to defend ourselves in court.



#### 6. Where are your Personal Data?

Your Personal Data may be transferred to different countries for the purposes identified above (see Section 4 "*Why We Use Your Personal Data?*"), both with other GSCF entities and third parties (see the Recipients listed above in Section 5 "*With Whom Do We Share Your Personal Data?*"). Transfers of your Personal Data to Recipients may be based on an adequacy decision, the Standard Contractual Clauses approved by the European Commission or any other lawful transfer mechanism.

For more information about these transfers and safeguards implemented, please contact us using the relevant email address provided at the end of this Privacy Notice.



#### 7. Data Retention: How long we store your Personal Data?

Your Personal Data will be kept for the time needed to evaluate your Application for current and (where applicable) for future positions.

In particular, in case your Application is not successful for the position/s that are available at the time of your Application, we will delete your Personal Data after six months from the time the evaluation process has been completed (unless a longer retention period is justified for the purpose of complying with a legal obligation and / or to protect our interests and those of third parties, such as in the event of claims that may be brought against us as a result of the recruiting process). At the same time, please note that, if your Application is deemed to be of interest for other positions that may become available at GSCF, we may keep your Personal Data for another one year so that we can stay in touch with you, should other positions become available at GSCF.

On the other hand, in case your Application is successful, the Personal Data that you have submitted in your Application will become a part of your employee record and will

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therefore be processed for employment and work-related purposes, as described in greater detail in the specific Privacy Notice for Personnel.

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## 8. How can you control your Personal Data? Your data protection rights

As a data subject, you are entitled to exercise the following rights, at any time:

- **Access** your Personal Data: upon your request, we will provide you with the confirmation as to whether or not we process your Personal Data and, if this is the case, what Personal Data we have on you, where applicable, the source of your Personal Data (if, for example, we received your Personal Data from one of our HR partners) and other information about such processing;
- **Correct** or **update** your Personal Data: for example, you can ask us to modify the e-mail, telephone number or professional experience you have provided us with, if you believe they are not correct or should be updated;
- Request the **deletion** of your Personal Data: for example, and where applicable, if you are no longer interested in a job and would like us to no longer store your Personal Data;
- Request the **restriction** of the processing of your Personal Data: for example, if you believe that our processing is unlawful and/or that certain processing operations carried out on the basis of our legitimate interest are inappropriate;
- Exercise your right of **portability**: where applicable, you can ask for a copy of your Personal Data in a structured, commonly used and machine-readable format, as well as the transmission of that Personal Data to another Data Controller;
- **Object** to the processing of your Personal Data: where applicable, you can object to the processing of your Personal Data, based on relevant grounds related to your particular situation, which you believe must prevent us from processing your Personal Data.

You can exercise any of the rights listed above by writing to the relevant email address provided below in this Privacy Notice.

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## 9. Rights of California Residents

The California Consumer Privacy Act, as amended by the California Privacy Rights Act (“CCPA”) provides California residents with rights to receive certain disclosures regarding the collection, use, and sharing of Personal Data, as well as rights to know/access, delete, correct and limit use and disclosure of Personal Data. Certain information we collect may be exempt from the CCPA because it is considered public information (i.e., it is made available by a government entity) or covered by a specific federal privacy law, such as the Gramm–Leach–Bliley Act, the Health Insurance Portability and Accountability Act, or the Fair Credit Reporting Act.

To the extent that we collect Personal Data that is subject to the CCPA, that information, our practices, and your rights include the following:

- You have the right to request access to Personal Data collected about you and information regarding the source of that information, the purposes for which we collect it, and the third parties with whom we share it.
  - You have the right to request in certain circumstances that we delete the Personal Data that we have collected from you.
  - You have the right to correct inaccurate Personal Data that we have about you.
  - You have the right to limit use and disclosure of sensitive personal information (as defined in the CCPA) that we have about you.
  - You have the right not to be unlawfully discriminated for exercising your rights under the CCPA.
  - GSCF does not and at least in the last twelve months did not sell your Personal Data or share your Personal Data for cross-context behavioural advertising, where “sell” and “share” shall be understood as defined in the CCPA.
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To protect your Personal Data, we are required to verify your identity before we can act on your request. We may have a reason under the law why we do not have to comply with your request, or why we may comply with it in a more limited way than you anticipated. If we do, we will explain that to you in our response.

If you are a California resident and would like to exercise your rights under the CCPA, please contact us using the email address provided at the end of this Notice or write to us at: Peridot Financing Solutions LLC, Attn: Legal Department, 230 Park Avenue, Suite 1525, New York, NY 10169, United States of America.

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#### 10. How can you contact us?

You can contact us and/or our data protection representatives (where applicable) by using the following email address: [privacy@gscf.com](mailto:privacy@gscf.com). If your request relates to the processing of your Personal Data carried out by GSCF Working Capital Bank GmbH (“WCB”), you can also contact WCB’s data protection officer as [dpowcb@gscf.com](mailto:dpowcb@gscf.com).

Where Peridot Global Holdings Limited or another GSCF entity is required to appoint a data protection representative, the following representatives have been appointed:

- In the European Union (“EU”): Peridot Capital Solutions Hungary Services Kft. with registered offices at Balance Loft Business Center, 1st floor, Váci út 99, 1139 Budapest, Hungary;
- In the United Kingdom: Peridot Global Holdings Limited, 13th Floor, One Angel Court, London EC2R 7HJ, United Kingdom;
- In Switzerland: Global Supply Chain Finance AG, Gotthardstrasse 2, 6300 Zug, Switzerland.

In accordance with EU data protection law, we try to reply to all legitimate requests within one month of its receipt (extendable for two further months in case of particular complexity or if you have made a number of requests). In some cases, it is possible that our response may be delayed, limited or excluded based on national legislation.

At any time you can also take appropriate legal action and/or contact the competent Supervisory Authority in the country of your habitual residence, place of work or place of any alleged data privacy laws infringement, if you believe that the processing of your Personal Data carried out in the context of your relationship with us is unlawful. .

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#### 11. What is not covered by this Privacy Notice?

This Privacy Notice explains and covers the processing operations that we carry out as Data Controller.

This Privacy Notice does not cover processing carried out by parties other than the Company. In particular it does not cover the processing carried out by our HR Partners as autonomous Data Controllers including those carried out by social media such as LinkedIn.

We do not assume any responsibility for the processing of your Personal Data not covered by this Privacy Notice.

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#### 12. Changes to this Privacy Notice

This Privacy Notice is effective from the date indicated at the beginning of this document. We reserve the right to modify or simply update the content, in part or in full, also due to changes in applicable legislation. In the event of substantial changes to this Privacy Notice, you will be duly notified thereof.

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#### 13. License

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#### 14. Definitions

**Application:** means all the data and documents provided by you as a request to be considered for a job at GSCF.

**Data Controller:** means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of Personal Data.

**HR Partners: means** companies appointed by GSCF for the selection process (e.g., LinkedIn, head hunters, external recruitment agencies) who share with us your Application as autonomous Data Controller.

**Personal Data:** means any information relating to an identified or identifiable natural person whether directly or indirectly, as well as any information that is linked or reasonably linkable to a particular individual or household. For example, an e-mail address (if it refers to one or more aspects of an individual), IP addresses, and Unique Identifiers are considered Personal Data.

**Sensitive Data:** means Personal Data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, as well as genetic data, biometric data intended to uniquely identify a natural person, data relating to the health or sex life or sexual orientation of the person.

**Supervisory Authority: means** independent public authority responsible for monitoring the application of the data protection laws.

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