



SKRALLS manages its employer branding and recruitment activities through its careers website and related recruitment systems used to receive and evaluate job applications. This Recruitment Privacy Policy explains how SKRALLS collects, uses, and processes personal data when individuals interact with SKRALLS in connection with employment opportunities. This policy applies to individuals who visit the SKRALLS careers website, individuals who connect with SKRALLS to receive information about current or future employment opportunities, individuals who submit applications for employment, individuals whose professional profiles are identified through publicly available professional platforms, individuals whose information is shared with SKRALLS through employee referrals or recruitment partners, and individuals who are listed as references by candidates during the recruitment process. When the term “Candidate” is used in this policy, it refers collectively to connecting candidates, applying candidates, sourced candidates, and referred candidates unless otherwise stated.

Personal data refers to any information that can directly or indirectly identify a living individual. Examples include names, email addresses, telephone numbers, professional profiles, education history, employment history, and online identifiers such as IP addresses. Processing of personal data includes activities such as collecting, recording, organising, storing, analysing, sharing, or deleting personal information. SKRALLS processes personal data in accordance with applicable data protection legislation, including the United Kingdom General Data Protection Regulation and the Data Protection Act 2018. For the purposes described in this policy, SKRALLS acts as the data controller responsible for determining the purposes and means of processing personal data collected during recruitment activities.

SKRALLS may collect personal information when individuals visit the careers website, submit job applications, communicate with SKRALLS regarding employment opportunities, or interact with recruitment-related communications. Information collected during these interactions may include contact details such as names, email addresses, telephone numbers, and professional roles. Technical information relating to the use of the careers website may also be collected automatically when visitors access the site. Such information may include IP address, browser type, operating system, device information, language settings, and interaction data relating to how users navigate the website. This information assists SKRALLS in maintaining the security and functionality of the careers website and understanding how visitors interact with recruitment-related content.

During the recruitment process, SKRALLS may collect additional information relating to candidates and their professional profiles. This may include information contained in applications such as curriculum vitae, cover letters, work samples, employment history, educational background, and references. Information may also be generated during the recruitment process itself, including interview notes, communications with candidates, assessment outcomes, and evaluation records created by hiring teams. In some cases, SKRALLS may review information that is publicly available through professional platforms such as LinkedIn or through other publicly accessible sources where such information indicates that a candidate may be suitable for current or future opportunities.

Personal data may also be obtained from other sources connected to the recruitment process. SKRALLS may receive candidate information from recruitment partners, employees who refer candidates for employment opportunities, or individuals who provide professional references. If a candidate lists a person as a reference, SKRALLS may collect the reference's contact details and may communicate with them to obtain information relevant to the candidate's professional experience and suitability for a role.

SKRALLS processes personal data primarily for recruitment-related purposes. These purposes include reviewing and evaluating job applications, communicating with candidates regarding employment opportunities, assessing qualifications and professional experience, verifying references, maintaining recruitment records, identifying candidates who may be suitable for future opportunities, and improving recruitment procedures and candidate experience. Personal data may also be processed where necessary to protect the legal interests of SKRALLS or to comply with legal or regulatory obligations.

Personal data may be shared with certain third parties where necessary to support recruitment operations. Such recipients may include recruitment technology providers, applicant tracking system providers, information technology service providers, and professional advisors who assist SKRALLS with operational, legal, or compliance matters. Where personal data is shared with service providers, SKRALLS implements appropriate contractual safeguards to ensure that personal data is processed only for authorised purposes and in accordance with applicable data protection laws. Personal data may also be disclosed to public authorities or regulators where SKRALLS is legally required to do so, or where disclosure is necessary in connection with legal proceedings or the protection of organisational rights.

The processing of recruitment-related personal data is primarily based on the legitimate interests of SKRALLS in identifying, assessing, and recruiting individuals with the skills and experience required for its operations. In certain circumstances, processing may also

be necessary to comply with legal obligations or may rely on an individual's consent. Where consent is relied upon, individuals have the right to withdraw that consent at any time without affecting the lawfulness of processing carried out prior to withdrawal.

SKRALLS operates across the United Kingdom and India, and recruitment-related personal data may be processed in either jurisdiction where operationally necessary. Where personal data is transferred between jurisdictions, SKRALLS implements appropriate safeguards designed to ensure that personal data remains protected in accordance with applicable data protection laws. These safeguards may include contractual data protection clauses and organisational measures intended to ensure the secure handling of personal information.

Personal data collected during the recruitment process is retained only for as long as necessary to fulfil recruitment purposes and maintain relevant administrative records. Candidate information may be retained for the duration of the recruitment process and for a reasonable period thereafter in order to consider candidates for future opportunities or to comply with applicable legal requirements. Where a candidate becomes employed by SKRALLS, information collected during the recruitment process may form part of employment records and will then be processed in accordance with internal employment data management practices.

Individuals whose personal data is processed by SKRALLS have certain rights under applicable data protection laws. These rights may include the right to request access to personal data held about them, the right to request correction of inaccurate or incomplete information, the right to request deletion of personal data in certain circumstances, the right to restrict or object to certain forms of processing, and the right to request the transfer of personal data where applicable. Individuals may also withdraw consent where processing is based on consent. Individuals also have the right to raise concerns regarding the processing of their personal data with the relevant supervisory authority. In the United Kingdom, the supervisory authority responsible for data protection is the Information Commissioner's Office.

Recruitment decisions within SKRALLS are not based solely on automated decision-making processes. Human evaluation remains a central part of recruitment decisions, and automated tools may only be used to support administrative aspects of the recruitment process.

SKRALLS may update this Recruitment Privacy Policy periodically to reflect changes in legal requirements, recruitment procedures, or operational practices. Updated versions will

be published on the SKRALLS website, and individuals are encouraged to review this policy periodically to remain informed about how personal data is processed.

Individuals who have questions regarding this Recruitment Privacy Policy or who wish to exercise their data protection rights may contact SKRALLS using the official contact details provided on the SKRALLS website.