



PROSPECT PRIVACY NOTICE

The companies belonging to the Spectris Group (referred to in this Privacy Notice as “Spectris”, “we”, “us”, “our”) take privacy seriously. We see it as our duty of care to protect your personal data and to ensure that all personal data is used in accordance with applicable data protection laws.

This Privacy Notice explains what kind of personal data is collected from members of the prospective employee community and how it is being used.

This Privacy Notice is last updated in October 2024 and may be changed over time. The most up to date Privacy Notice is published on the Spectris website.

I. WHO IS RESPONSIBLE FOR THE PERSONAL DATA?

Spectris Plc is the company determining the outset of the prospective employee community process and the configuration in our HR information system for the entire Spectris Group. As such, Spectris Plc also maintains the HR information system. Together with Spectris Plc, the specific Spectris company that is of interest to you as a prospective employee (“Spectris Operating Company”) will be responsible for the processing of personal data as described in this Privacy Notice. Both entities will act as controller within the meaning of the applicable data protection laws. If you have any questions regarding this Privacy Notice, our use of your personal data or your rights in relation to your personal data, you can contact us via data.protection@spectris.com. This account is monitored by the Spectris Group Privacy Counsel. If deemed necessary, your email will be forwarded to the relevant Spectris Operating Company.

II. FOR WHICH PURPOSE ARE WE PROCESSING YOUR PERSONAL DATA?

When becoming a member of the prospective employee community, we will process your personal data to communicate with you on new and upcoming career opportunities and career networking events that align to your career experience and interest.

III. ON WHAT LAWFUL BASIS DO WE PROCESS PERSONAL DATA FOR THIS PURPOSE?

We will process your personal data based on your consent, which you are able to withdraw at any point in time, by emailing data.protection@spectris.com.

IV. WHICH PERSONAL DATA DO WE PROCESS FOR THIS PURPOSE?

For this purpose, we process your name and email address as well as information you may have provided to us, for example as part of a job application.

V. HOW LONG DO WE RETAIN YOUR PERSONAL DATA?

When you become part of our prospective employee community, we will keep your data for 24 months after providing consent, whereafter your information will automatically be removed from our systems unless we agree with you differently.

VI. WHO HAS ACCESS TO YOUR PERSONAL DATA?

Access to your personal data within the Spectris Group

Your personal data will be available within the Spectris Group HR Community who only need access to the data and only to the extent necessary to meet the purpose specified above. We will take appropriate measures to ensure that your personal data is appropriately safeguarded.

The personal data may also be accessed by individuals within Spectris who are tasked with maintaining our HR information system. These individuals are subject to confidentiality obligations and trained in data protection. Further sharing of the personal data within Spectris will solely be performed if and to the extent required for the purposes set forth above or upon your consent.

Spectris runs a group wide data protection compliance program, meaning that your personal data exchanged within the Spectris Group is treated with the same degree of care – regardless of where processing takes place – as long as your data is transferred within the Spectris Group.

Access to your personal data by third parties

We use a cloud-based system offered by a third party as our HR information system. We may also need to comply to governmental and regulatory bodies and other third parties to whom we must disclose information under applicable law, or otherwise where necessary to comply with a legal obligation or for the administration of justice. If required, we may share the personal data with our professional advisors, for example in the event of a dispute or legal matter. Where third parties are given access to personal data, we will take the necessary contractual, technical and organisational measures.

If your personal data is transferred to a recipient in a country outside the European Economic Area or the UK that does not provide an adequate level of protection for personal data, we will provide for appropriate safeguards, for example through a contract encompassing the standard data protection clauses adopted by the European Commission. A copy of such contract or more information about the appropriate safeguards taken to enable the transfer of personal data, can be obtained upon request via data.protection@spectris.com.

VII. HOW IS YOUR PERSONAL DATA SECURED?

We have taken adequate safeguards to ensure the confidentiality and security of your personal data. We have implemented appropriate technical, physical and organisational measures to protect your personal data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorised disclosure or access.

VIII. YOUR RIGHTS

You have a number of rights under applicable data protection law in respect of our processing of your personal data. These include:

- the right to request access to your personal data;

- the right to request rectification of any personal data that we hold;
- subject to certain conditions:
 - the right to request erasure of your personal data;
 - the right to request restriction of processing of your personal data;
 - the right to have your personal data transferred to another controller;
- where we rely on your consent for processing, the right to withdraw such consent; and
- the right to lodge a complaint with a data protection authority. In the UK, this is the Information Commissioner's Officer (ICO). A list of European authorities can be found via this link: http://ec.europa.eu/newsroom/article29/item-detail.cfm?item_id=612080.

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