

Recruitment Privacy Notice

We respect the privacy rights of individuals and are committed to handling personal information responsibly and in accordance with applicable law. **It is important that you read all of this Notice carefully as it sets out how the Wood group of companies ("Wood", "we" or "us") handles your personal information when you apply for a job or other role with us and the rights you have in connection with that information.** If you are in any doubt, or have any comments or questions about this Notice, please contact us using the details set out at Section 11 below.

Scope

This Notice applies to Wood's applicants. The term "applicants" applies to anyone who applies to work for Wood on a permanent or non-permanent basis, including contingent workers, temporary and contract workers, independent contractors, consultants, professional advisors, secondees and interns. If you contact us through our [Social Media](#) pages please also refer to our Social Media privacy notice about our practices and the rights applicable to you.

Types of Personal Information we collect when you apply

The personal data collected in the recruitment process is limited to the least amount needed for enabling Wood to consider entering into a contract with you. All mandatory information is marked with an asterisk in the recruitment process. Failing to provide the required information may prevent us from being able to consider your application further.

As a responsible and trusted employer, we want all our applicants to clearly understand the types of information we may process and purposes for doing so.

Information that we collect automatically

You can visit the careers section of our website [here](#) ("**Website**") and search for jobs without providing personal information. However, we do collect certain information automatically from your device when you visit our Website. For further information, please see Wood's Website [Privacy Notice](#) and [Cookies Notice](#).

Personal Information collected from you

The types of personal information we may process include, but are not limited to:

- identification data - such as your name, gender, photograph, date of birth, and links to your professional profiles available in the public domain;
- contact details - such as home and business address, telephone/email addresses, emergency contact details;
- employment history - such as current and previous employers, job titles/positions, current salary and working hours;
- background information - such as academic/professional qualifications, education, details included in your CV/résumé (which might include details of any memberships or interests constituting sensitive personal information), transcripts, employment references, psychometric test data and driving licence status;
- screening questions may be in place relating to facts such as whether a qualification is held or not. For certain positions, our recruitment process relies on automated decision-making on whether to proceed with your application based on the answers. This is necessary for entering or performing a contract with you;
- national identifiers - such as national ID/passport, social security numbers;
- details of your nominated referees (including their name, contact details, employer and job role).
- right to work information - such as your immigration/visa status;
- previous applications/roles - information relating to previous applications you have made to Wood and/or any previous employment history with Wood;



- initial ethics & compliance screening data - such as fraud or ethical issues related information;
- sensitive information – such as information about your health;
- ethnicity data and marital/veteran status - where there is a legal requirement to do so. Where the collection of ethnicity data and marital/veteran status is mandatory, this will be made clear within the application process.
- other information you voluntarily provide throughout the process, including through assessment centres / exercises, video recordings and interviews; and
- other information taken from video assessments, however we will ask for your consent before conducting the assessment.

Personal information collected from other sources

The types of personal information, including sensitive information where allowed or required by applicable law, we may process include, but are not limited to:

- credit checks if applicable to the role;
- health checks if applicable to the role;
- security checks if applicable to the role;
- drug and alcohol tests if applicable to the role;
- references provided by referees;
- other background information or qualifications provided or confirmed by academic institutions and training or certification providers;
- criminal records data may be obtained through criminal records checks depending on your job role;
- information provided by recruitment or executive search agencies;
- information you have posted on LinkedIn, corporate websites and job boards (for example, Oil and Gas Job search).

Purposes for processing personal information

We collect and use this personal information primarily for recruitment purposes – in particular, to determine your suitability for employment and to reach a hiring decision for the purpose of temporary or permanent engagement with us or one of our clients. This includes assessing your skills, qualifications and background for a particular role, verifying your information, carrying out reference checks or background checks (where applicable) and to generally manage the hiring process and communicate with you about it.

We may need to collect, or request on a voluntary disclosure basis where permissible and in accordance with applicable law, some personal information about your physical or mental condition to provide reasonable adjustments at interview.

If you are accepted for a role at Wood, the information collected during the recruitment process will form part of your ongoing staff member record and will be processed in accordance with Wood's Worker Privacy Notice.

If you are not successful, we may still keep your application to allow us to consider you for other suitable openings within Wood in the future, unless you request that we delete your application.

We also may use your personal information where we consider it necessary for complying with laws and regulations, including collecting and disclosing personal information as required by law (e.g. for tax, health and safety, anti-discrimination laws), under judicial authorization, or to exercise or defend Wood's legal rights.

Who we share your personal information with and security of personal information

We take care to allow access to personal information only to those who require such access to perform their tasks and duties, and to third parties who have a legitimate purpose for accessing it. Whenever we permit a third party to access personal information, we will implement appropriate measures to ensure the information is used in a manner consistent with this Notice and that the security and confidentiality of the information is maintained.

Transfers to other Wood companies

We will share your personal information with other Wood companies around the world in order to administer and facilitate our recruitment processes and store data.

Transfers to third party service providers

We may make certain personal information available to third parties who provide us with services relating to the recruitment process, including:

- recruitment or executive search agencies involved in your recruitment, e.g. Airswift;
- human resource service providers;
- local criminal records checking agencies;
- data storage, shared services and recruitment platform providers, IT developers and support providers and providers of hosting services in relation to our careers website, e.g. Oracle Recruit, Kyndryl and IBM; and
- third parties who provide support and advice including in relation to legal, financial / audit, management consultancy, insurance, health and safety, security and intel and whistleblowing / reporting issues.

Transfers to other third parties

We may also disclose personal information to third parties on other lawful grounds, including:

- where we share details of your education and employment with a client, either with your consent or based on our legitimate interest;
- to comply with our legal obligations, including where necessary to abide by law, regulation or contract, or to respond to a court order, administrative or judicial process, including, but not limited to, a subpoena, government audit or search warrant;
- in response to lawful requests by public authorities (including for tax, immigration, health and safety, national security or law enforcement purposes);
- as necessary to establish, exercise or defend against potential, threatened or actual legal claims;
- where necessary to protect your vital interests or those of another person; and/or
- in connection with the prospective or actual sale, assignment or other transfer of our business or assets (including to professional advisors and prospective or actual seller(s) or buyer(s));

Legal basis for processing personal information

As a global company operating in many jurisdictions, our legal basis for collecting and using your personal information, including sensitive information, as part of the recruitment process will depend on the personal information concerned and the specific context in which we collect it. Our legal basis may be:

- our legitimate interests (which are not overridden by your data protection interests or fundamental rights and freedoms);
- to comply with applicable immigration and/or employment laws and regulations;
- to take steps prior to entering an employment contract with you, where you are considered for employment;
- where we have your consent to do so. Where we have requested your consent to process your personal data, you have the right to withdraw your consent at any time;
- to protect the rights and interests of Wood, our employees, applicants and others, as required and permitted by applicable law.

If we ask you to provide personal information to comply with a legal requirement or to perform a contract with you, we will make this clear at the relevant time and advise you whether the provision of your personal information is mandatory or not.



If you have questions about or need further information concerning the legal basis on which we collect and use your personal information, please contact us using the contact details provided in Section 11 below.

Transfer of personal information abroad

As we operate in markets around the world, we may need to transfer personal information to countries other than the ones in which the information was originally collected. When we export your personal information to a different country, we will take steps to ensure that such data exports comply with applicable laws. For example, if we transfer personal information from the UK and/or the EEA to a country outside the UK and/or the EEA, such as the United States, we will implement an appropriate data export solution such as entering into European standard contractual clauses or UK approved contractual measures with the data importer and completing appropriate assessments, or taking other measures to provide an adequate level of data protection under the applicable data protection laws.

Data retention periods

Personal information will be stored in accordance with applicable laws and kept as long as needed to carry out the purposes described in this Notice or as otherwise required by applicable law. Generally, this means your personal information will be retained by Wood in line with the below retention periods. Some countries (including those listed in the table below) have different local retention requirements to the standard retention applied by Wood, meaning we may have to apply different retention periods.

Where you go on to work for Wood on a permanent or non-permanent basis, your data will be processed and retained in accordance with the Wood Worker Privacy Notice and Data Retention Policy.

Record type	Retention Period	Territorial Exceptions
Recruitment data including job applications, CV's, interview records and other Records created during the recruitment process	Unsuccessful candidates – 5 years from screening Successful candidate - 7 years following termination date.	Brazil, United States, Germany, Thailand, Australia
Ethnicity, Veteran, Marital Status data where there is a legal or governmental requirement to retain.	Successful and unsuccessful candidates – 7 years from screening	Note: This is only required for US and Canadian candidates
Pre-employment criminal record checks	Unsuccessful candidates – 4 years from date of notification or last contact Successful candidate - 4 years from notification on record or 7 years following termination, which is the later date.	Brazil, Spain, Thailand
Pre-employment reference and checking qualifications e.g., references, qualifications NOT criminal record checks	Unsuccessful candidates – 4 years from screening Successful candidate - 7 years following termination date.	Brazil, Thailand
Identification documents of foreign nationals and Right to Work Checks	Termination Date + two years	Spain, New Zealand, Thailand

Your data privacy rights

You may exercise the rights available to you under applicable data protection laws as follows:

- If you wish to access, correct, update or request deletion of your personal information, you can do so at any time by contacting us using the contact details provided below. If you are resident in or have applied for a role in the US or Canada, we cannot delete your ethnicity, veteran and marital



status data which is collected on application due to the legal and governmental requirements, including equal opportunities legislation.

- If you are a resident of the EEA, UK, South Africa or Brazil, you can object to processing of your personal information, request portability of your personal information or ask us to restrict processing of your personal information. Again, you can exercise these rights by contacting us using the contact details provided below.
- If you are a resident of the EEA, UK, South Africa or Brazil, you have the right to contest the automated decision made in the application stage and having it reviewed by us or the right to an alternative means of making the decision, using human intervention.
- If we have collected and process your personal information with your consent, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal information conducted in reliance on lawful processing grounds other than consent.

To exercise any of these rights or if you have questions concerning the legal basis on which we collect and use your personal information, please contact privacy@woodplc.com. We will respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws.

You also have the right to complain to a data protection authority about our collection and use of your personal information. For more information, please contact your local data protection authority. Contact details for data protection authorities in the European Union are available [here](#). Contact details for the UK Information Commissioner's office are at www.ico.org.uk.

Please note that WE DO NOT SELL your personal information within the meaning of the California Consumer Privacy Act of 2018 and the Nevada Privacy of Information Collected on the Internet from Consumers Act.

Updates to this Privacy Notice

We may update this Privacy Notice from time to time in response to changing legal, technical or business developments.

Contact Details

If you have any questions or concerns about our use of your personal information, please contact us at privacy@woodplc.com.

Name	Shona van Diggelen
Position	Group Data Protection Officer
Date	23 October 2023

