

CSWW Inc., dba North 40 Outfitters (“we”, “us”) is committed to protecting and respecting your privacy. This Privacy Notice (together with any other documents referred to herein) sets out the basis on which the personal data collected from you, or that you provide to us, will be processed by us in connection with our recruitment processes. Please read the following carefully to understand our views and practices regarding your personal data and how we will treat it.

Where you apply for a job opening posted by us, these Privacy Notice provisions will apply to our processing of your personal information in addition to our other Privacy Notice which is available on our website: <https://north40.com/privacy-policy>.

Where you apply for a job opening via the application function on a job site or similar online service provider such as Indeed, Glassdoor, etc. (herein collectively referred to as “Partner”), you should note that the relevant Partner may retain your personal data and may also collect data from us in respect of the progress of your application. Any use by a Partner of your data will be in accordance with that Partner’s Privacy Notice.

Your Personal Information

INFORMATION WE COLLECT FROM YOU

Information (such as name, location, email address, address, telephone number, qualifications, experience, and information relating to your employment history, skills, and experience, etc.) that you voluntarily provide when you apply for a role, including information we request to complete the recruiting and or hiring process. This includes information provided through an online job site, via email, in person at interviews and/or by any other method.

INFORMATION WE COLLECT FROM OTHER SOURCES

Our applicant tracking system (ATS platform) provides us with the facility to link the data you provide to us, with other publicly available information about you that you have published on the Internet – this may include sources such as LinkedIn and other social media profiles.

We may also receive your personal data from a third party who recommends you as a candidate for a specific job opening or for our business more generally.

USES MADE OF YOUR INFORMATION

We use information held about you in the following ways:

- To consider your application in respect of a role for which you have applied.
- To consider your application in respect of other roles.
- To communicate with you in respect of the recruitment process.
- To enhance any information that we receive from you with information obtained from third-party data providers.
- To find appropriate candidates to fill our job openings.

DISCLOSURE OF YOUR INFORMATION

We may disclose your information to comply with legal requirements and to protect you, us, and others. Notwithstanding anything to the contrary in this Privacy Policy, we may retain and disclose your

information at our discretion if we believe in good faith that such retention and disclosure is necessary to: (1) comply with relevant laws or to respond to legal process served on us; (2) protect our rights or property, you, or third parties; or (3) ensure the security of our Services, systems and customers and of third parties.

SECURITY

To this end, we take commercially reasonable measures to prevent personal data from being accidentally lost, used, or accessed in an unauthorized way.—We limit access to your personal data to those who have a genuine business need to know it. Those processing your information will do so only in an authorized manner and are subject to a duty of confidentiality.

Unfortunately, the transmission of information via the Internet is not completely secure. Although We will take commercially reasonable efforts to protect your personal data, we cannot guarantee the security of your data transmitted through any online means, therefore any transmission remains at your own risk.

HOW LONG WE KEEP YOUR PERSONAL DATA

We retain the personal information we collect for as long as reasonably necessary to fulfill the purposes described above or when the information was collected unless a shorter retention period is required by law. We may retain personal information after our relationship with you ends. The length of retention may vary depending upon factors such as:

- Recordkeeping or legal compliance requirements.
- The need to resolve inquiries or complaints.
- Operating, expanding, and improving our business.
- The need to exercise or defend legal claims.
- The need to prevent fraud, protect assets, and promote security; and
- Protecting the rights or safety of you, us, or others.

CONTACT

All questions, comments, and requests regarding this Privacy Notice should be addressed to recruitment@north40.com.