



CURATED

GLOBAL CANDIDATE PRIVACY NOTICE

If you are a California candidate, please refer to the notice applicable to you at [Candidate Privacy Notice](#).

This notice describes how **Company 3 Studios Inc.**, 3401 Exposition Blvd., Santa Monica, CA 90404 (“**Company**”), and its global subsidiaries and affiliates, including all of its affiliated brands and/or business units (i.e., Company 3, Curated, and SDFX Studios) collect, process and use your personal data when you apply for a position.

In submitting your candidacy or completing the application form via our online applicant tracking system, operated by our service provider, currently **Jazz HR**, (referred to in this notice as the “**ATS**” or applicant tracking system), you supply, and the Company and the ATS process, the personal data specified in this notice as part of the application process. We may also receive your personal data from other sources, such as references or agencies. Personal data collected at the initial stages will include:

- Your name, former name, and contact details (i.e., address, mobile phone number, email address).
- Details of your qualifications, experience, and employment history, including without limitation employer identity, job title, and other related information, and whether you have ever worked for specific companies with a particular relevance to us (including information in publicly available profiles or those you share with us).
- Employment and compensation expectations.
- Results from any online evaluations you are invited to take as part of the application process (if applicable for certain positions).
- Other information you include in your application, which might include a cover letter, resume, CV, reels of prior work, or other supporting documentation, including any requests for disability or religious accommodations for interviews or other parts of the recruitment process.
- Job specific questions that relate to your fitness for a particular position.
- Information regarding potential conflict of interest issues, including, but not limited to, work you have completed for third parties.
- Whether you are aged 18 or over and your date of birth, if provided.
- Whether you have relatives who work for us.
- Work authorization/eligibility information, including citizenship and visa status.
- Where required/permissible by law, your race, gender, disability, and veteran status or other demographic information.
- Any information you provide during the application and interview process, including for the purposes of demonstrating that you can meet the expectations of a particular position.

This data will be used by the Company and the affiliate(s) involved in the recruitment process (including the entity that will employ you and the entity where your manager may sit, if different) for purposes of evaluating and progressing your application, evaluating, and improving our recruitment practices and complying with legal obligations. At some stage in the recruitment process, we may carry out background checks (some of which may also, or alternatively, be carried out by a selected third-party background check agency(ies)), which may require processing of additional personal data, including information regarding your criminal record, to the extent permitted by law. You will be notified and asked to consent to this background check at the relevant stage in the process in order for the recruitment process to continue. We may need to disclose to such selected third party agency(ies) certain data relating to you to facilitate their carrying out of the relevant checks. The background check requirement may cover the following information and sources if relevant, subject to applicable law:

- Criminal records, including driving records and inclusion on any international lists of specially designated/sanctioned persons, terrorists, or individuals wanted by authorities, and other publicly available records.

- Education Records
- Employment History
- Identity verification
- Credit screening
- Directorship screening

Any personal data obtained in connection with the checks will be held and processed by us, the ATS and, if necessary, the relevant background check agency(ies), in order to consider and process your application with a view to potential employment by any of our group of companies.

In addition, as part of the recruitment process, work authorization checks (also known as “right to work” checks), and providing you with immigration support where necessary, we may process additional information regarding your nationality and immigration status and other relevant background information from related documents, such as your passport or other identification and immigration information, as provided by you.

If you are offered and accept employment, the Company and/or the affiliate that will employ you, will also collect information required to onboard you (certain identification numbers such as social security, national insurance or tax payer ID, bank account details you provide in order to be paid, benefits eligibility information, which will include family status and information on dependents).

We process your personal data for our legitimate interests in selecting and hiring talent as well as maintaining recruitment and employer records, making improvements to our recruitment processes, compliance with applicable laws and good employment practices, including in respect of protected characteristics, diversity, and inclusion.

We seek to ensure that our information collection and processing is always proportionate. We will notify you of any changes to information we collect or to the purposes for which we collect and process it. In return, we ask that you keep the information you provide to us up to date. For North American candidates, you can update certain information directly in your ATS profile, and for candidates in the UK and India, you can do so by sending an email to: UK – recruitment@company3.com; or India – recruitmentco3@company3.com.

For those applying from EEA, Switzerland, or the UK: In connection with your application (and as part of the background checking process if applicable), we may also need to disclose your personal data to entities located outside the European Economic Area, Switzerland, or the UK, as the case may be: affiliates involved or interested in the recruitment process for internal administrative purposes, background checking agencies, and other third party sources of information, professional advisers, and regulatory and other competent bodies. Data transferred to such entities located in countries not deemed “safe” will be subject to adequate safeguards such as standard contractual clauses or an international data transfer agreement approved by the ICO. Related documentation is available upon request. The laws and standards regarding data privacy in the US and other countries outside the EEA, Switzerland, and the UK do not necessarily provide an equivalent level of protection.

Your personal data will only be used for the purposes set out in this Notice. However, we will disclose data where required to comply with law, for example, with regulatory requirements and immigration approvals.

How long your personal data will be retained depends on whether your application is successful. If your application is not successful, personal data from your application will be kept in accordance with Company policy, and as necessary for us to comply with applicable laws and regulations and to defend or prosecute legal claims. If your application is successful and you become employed by us, personal data from your application will be kept, during your employment and for a period thereafter in accordance with Company policy, and as necessary for us to comply with applicable laws and regulations and to defend or prosecute legal claims.

We will ensure that appropriate technical and organizational measures are taken against unlawful or unauthorized processing of personal data, and against the accidental loss of, or damage to, personal data. We have in place procedures and technologies designed to maintain the security of the personal data processed and will require that any third parties to whom we disclose personal data themselves put in place similarly adequate measures.

You may be able to make certain selections related to the processing of your data by the ATS when you are logged into your ATS profile. If you have any questions, concerns, or complaints regarding our processing of your personal information or how your information is being handled, please send an email to privacy@company3.com or send physical mail to:

Global Candidate Privacy
Attention: Legal Department
Company 3 Studios Inc.
3401 Exposition Blvd.
Santa Monica, CA 90404
privacy@company3.com
+1-833-930-5146

Where permitted by law to do so, you may request a copy of your information (so long as such request does not violate the rights and freedoms of others), request to access your information, request correction of any incorrect personal information you may become aware of, and request the deletion of personal information, and we will respond accordingly where required by law. These rights may be subject to legal restrictions as provided by applicable law.

The above rights are subject to legal restrictions, as provided by applicable privacy laws.

If you are located in the UK and feel your concerns have not been effectively addressed after contacting us, you may also contact legal@company3.com or send physical mail to the address above, or you may also contact the Information Commissioner's Office at <https://ico.org.uk/> or on +44 (0)303 123 1113.

If you are located in India, you may then reach out to the Data Protection Board of India.