

## **PZ CUSSONS NIGERIA PLC CANDIDATE PRIVACY NOTICE**

By sending my CV or/and applying for a vacancy, I grant my consent to be part of PZ Cussons Nigeria Plc (“PZ Cussons” or “the Company”) recruitment process. I understand that the Company will collect, process, store and use my personal data (and other sensitive or confidential data) as identified herein to assess my qualification and suitability for the position for which I applied.

I am also aware that my personal data and sensitive personal data will be collected through various means including but not limited to attending a consultation, interview or submitting my curriculum vitae (CV), taking part in any psychological examination/assessment or through information for health, pre-employment and background checks.

You agree that, in addition to collecting data directly from you, PZ Cussons may collect your data from third parties, for example, from recruiters, in connection with a background or employment check or an employment reference (subject to your consent where required by law) or, to the extent permitted by law, from a recruiting or other web site.

I am aware that the personal data required by PZ Cussons Nigeria Plc for the purposes mentioned herein include: my name, gender, hometown, state of origin, nationality, date of birth, house address, skills and educational qualifications, convictions, next of kin and their contact details, disability information, health report, diagnostic report, phone number, passport photograph, CV and other related data.

I am aware that PZ Cussons may share my personal data with its affiliates, agents, regulatory authorities or third-party service providers in furtherance of the recruitment process or in accordance with the provisions of applicable laws.

Also, I am aware that if the recruitment process for which this consent is sought and obtained is unsuccessful, PZ Cussons will retain my personal data for a period of 24 months after which it will be destroyed. In the event that my application is successful, my personal data and sensitive personal data which have been obtained for the purpose of my recruitment shall, together with any other additional information, form part of my employment record and such records shall be retained in accordance with the Company’s Records Management Policy.

**Please note that this Notice does not form part of any contract of employment offered to candidates hired by PZ CUSSONS.**

I also take cognizance that I have the rights to:

- a) request for and access personal data collected and stored by PZ Cussons;
- b) withdraw consent at any time;
- c) object to automated decision making;
- d) request rectification and modification of my data kept by PZ Cussons;
- e) request for deletion of data;
- f) be informed of and entitled to provide consent prior to the processing of data for purposes other than that for which the personal data were collected;
- g) request the movement of my data by PZ Cussons to third parties; and
- h) request that PZ Cussons restricts its processing of my information.

PZ Cussons reserves the right to modify this Notice by posting changes to relevant PZ Cussons websites. If you submit additional Candidate Data or request to be considered for a PZ Cussons position following the effective date of a modified Notice, your candidate data will be handled in accordance with the Notice in effect at that time.

*Effective Date: October 2019*