



## **Mediabrand Privacy Policy**

This career centre website (the "Site") is owned and operated by Mediabrand Worldwide Inc. When you submit information on any part of this Site- whether your name, e-mail address, CV or other information from which your identity is discernible - we are receiving personal information relating to you where your identity is apparent.

Mediabrand will use this personal information solely in order to: manage your employment and recruitment relationship with us, including but not limited to our wholly owned agencies, which include UM, Initiative, Brand Connection, Orion Trading, Futures, Sport + Entertainment, IPM, OSI, Reprise, IUM and PMI; correspond with you about suitable job opportunities, promotions and general correspondence in relation to the same as they arise; assess your eligibility for available positions and process your job application. We use reasonable safeguards to limit access to your information to those persons within Mediabrand seeking or considering applicants for employment and comply with any obligations under the relevant legislation.

As part of the application process and, for successful candidates, during your employment, we may share your information with Mediabrand's affiliates, subsidiaries and external developers located throughout the world for these same purposes, where it would be appropriate or useful to do so. During your recruitment and employment, your information may also be shared with third parties that work with Mediabrand to organise and manage data; in those circumstances the information will not be used by such third parties for any other purpose and such third parties will use reasonable security precautions to protect the information. Some of these organisations may not be subject to privacy laws equivalent to those in your country of residence, although Mediabrand will perform all acts necessary to ensure the privacy of any personal information that you furnish to us in accordance with the relevant legislation.

Additionally, we will disclose your personal information in circumstances where we are legally required to do so. We may share your information with a third party who acquires some or all of Mediabrand's business.

You can review, correct, update or amend personal information which you have previously provided to us by accessing your user profile. For administrative purposes, the information will remain in our files and will be retained only for as long as we have a legitimate business purpose to retain it pursuant to this Policy. You can contact us to request deletion of such information. In addition you may opt out of any further communication from Mediabrand via the Site by clicking on the relevant link on any email you receive.

In addition to your profile details and application, you may choose to submit materials demonstrating your skills and abilities for review by Mediabrand. Please note that such submissions are generally not required, and all submissions will be subject to the following terms and conditions: we will use your submitted material only for evaluation and will not make any copies of the material without your permission, nor will we distribute any copies of the material to any third parties; we will return or destroy all copies of your material upon completion of our



review or upon your earlier request; Mediabrand engages in a continuous program to develop new products and ideas internally, and we also regularly receive other submissions for consideration - sometimes, the products, ideas or concepts developed internally by us or submitted by other people may be similar to yours.; as a result, we cannot agree to treat as confidential any material you submit, even if it is marked as confidential or proprietary; further, our review of your submission does not imply that we will use, develop or market your material. Nor does our review of your submission prevent us from using, developing, or marketing technologies, ideas or products that may be similar in concept or idea to your submission, so long as we do not infringe any intellectual property rights you may have in the submission.

By ticking the box below you are confirming that Mediabrand can use your personal information and any submitted material in the manner detailed above.

Mediabrand would also like to collect some additional information from you to enable Mediabrand to comply with and fully monitor its diversity obligations. This additional information will be collected on an anonymous basis, stored separately from any other information you submit and will not be used for any other purpose. Diversity information is not regarded as personal information. The diversity information will be collected on-line through a secure password-protected page on the Site. You will be sent a link to this page via email following your registration, which will include instructions on how to log into the Site to complete the form. The submission of this information is entirely voluntary and will not affect your application in any way. The diversity information will not disclose your identity. By ticking the box below, you are confirming that Mediabrand can use this information solely for its diversity monitoring processes.

Finally, if you have questions or concerns about the manner in which we handle information in our possession, please contact the site administrator at [recruitment@mediabrandsw.com](mailto:recruitment@mediabrandsw.com)