

# CANDIDATE PRIVACY NOTICE

The purpose of this Candidate Privacy Notice ("**Notice**") is to inform individuals who inquire about and/or apply for employment with Cobham Advanced Electronic Solutions (the "**Company**" or "**we**" or "**us**" or "**CAES**") of the categories of personal information we collect from candidates and the purposes for which we use such personal information. This notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act (CCPA). If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law.

## Collection and Use of Candidate Personal Information:

We collect personal information about employees, workers and contactors through the application and recruitment process, either directly from candidates or sometimes from an employment agency or background check provider.

CAES collects, uses, and discloses Personal Information about job candidates for business purposes only and consistent with applicable laws. Where CAES discloses Personal Information to third parties, it does so for the same business purposes described below and, where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection.

We may collect and use the following categories of Personal Information about you to when you inquire about and/or apply for employment at CAES:

Category of Personal Information	How we use it
<b>Contact information:</b> such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy.
<b>Job-related information and qualifications:</b> such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, financial relationships, compensation and salary information, and any other information you choose to provide in your resumes and/or applications.	We will use this information to assess your suitability for a position at CAES and conflict of interest reporting.

Category of Personal Information	How we use it
<b>National identification information:</b> such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.	We will use this information to determine your eligibility to work and fulfill our obligations to relevant government authorities.
<b>Travel-related records:</b> frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel or other similar information.	We will use this information to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency situation.
<b>Results of background checks and screening:</b> such as education verification and criminal records and driver's license checks.	We will use this to determine your suitability for certain job roles (to the extent permitted or required by law).
<b>References:</b> such as opinions and comments of any previous employers.	We will use this to determine your suitability for certain job roles.
<b>Equal opportunities monitoring information:</b> such as your ethnicity, religion, gender and sexual orientation.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.

**Additional Purposes for Using Personal Information:**

In addition to the uses set forth above, CAES may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

**How we will use information about you?**

We will only use your personal information when the law allows us to. We will use your personal information where reasonably required pursuant to your application. We will only use any special categories of personal data where necessary pursuant to your application. If you fail to provide certain information when requested, we may not be able to consider your application.

**Data sharing:**

We may have to share your data with third parties, including third-party service providers and other entities in the group. We will not authorize the use of data unless it's in relation to our

employment. We require third parties to respect the security of your data and to treat it in accordance with the law.

**Data retention:**

**How long will you use my information for?**

We will only retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements.

**Rights of access, correction, erasure, and restriction:**

**Your rights and choices**

CAES will meet its obligations regarding your personal information under the law applicable to your application to CAES. The CCPA provides California residents with specific rights regarding their personal information. This section describes Your CCPA rights and explains how to exercise those rights.

**Access to Specific Information and Data Portability Rights**

You have the right to request that CAES disclose certain information to you about our collection and use of your personal information over the past 12 months. Once CAES receives and confirms your verifiable request, CAES will disclose to you:

- The categories of personal information CAES collected about you.
- The categories of sources for the personal information CAES collected about you.
- Our business purpose for collecting that personal information.
- The categories of third parties with whom CAES shares that personal information.

**Your duty to inform us of changes:**

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during your working relationship with us.

**Changes to this privacy notice:**

We reserve the right to update this privacy notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information.

**Questions:**

If you have any questions about this Notice, or to request this Notice in another format, please contact HRSolutions at [HRolutions@caes.com](mailto:HRolutions@caes.com)