

## **Stats Perform Recruitment Privacy Notice**

Stats Perform is committed to protecting your personal information and respecting your privacy in accordance with applicable laws. This Privacy Notice explains who we are, how we collect, share, and use personal information about you as part of the recruitment process when you apply to work for us, and how you can exercise your privacy rights.

This Privacy Notice applies to personal data collected by us and used in respect of recruitment. For further information regarding our data processing activities as a business generally, including your use of our websites and business interactions with us, please [click here](#) for our main Stats Perform Website Privacy Notice.

### **Introduction**

This Privacy Notice is issued on behalf of the Stats Perform group of companies which includes (together with their respective subsidiaries):

- Perform Content Services Limited, a company registered in England and Wales under number 11584111 with its registered office at The Point 37 North Wharf Road, Paddington, London, England, W2 1AF and data protection registration number ZA497913; and
- Stats LLC, located at 203 North LaSalle Street, Suite 2350, Chicago, IL 60601;

(together “**Stats Perform**”, “**us**”, “**we**” or “**our**”).

We are the data controller of any personal information we collect about you.

If you have any questions about this Privacy Notice, including any requests to exercise your legal rights, please contact the person within the organisation with whom you have been liaising in relation to your application. Also, we have appointed a data protection officer (“**DPO**”) who is responsible for overseeing questions in relation to this Privacy Notice. You can contact our DPO using the details set out below under the “How to contact us” section below.

### **What does Stats Perform do?**

Stats Perform is a sports technology organisation, providing sports data and the latest advancements in applied AI and machine learning, headquartered in London. Our products and services deliver world leading sporting predictions for teams and sportsbooks and a more engaging broadcast, media and fan experience. Stats Perform is a global organisation with offices and operations located around the world including the US, UK, Europe, Asia, South Africa, South America and Australia.

We are committed to protecting and respecting your privacy.

### **Information we collect from you and why**

Personal information, or personal data, means any information about an individual from which that person can be identified. It does not include data where the identity has been removed (anonymised data). The table further below sets out in detail the personal information that we may collect about you and how we use it, which broadly falls into the following categories:

- **Information that you provide as part of the application process**

In connection with your application to work with us, we may collect, store, and use the following categories of personal information about you:

- contact details, including name, contact number and email address;
- details (including username and password as appropriate) you have provided to us as part of the sign-up process to the Stats Perform careers portal, if applicable;
- the information (such as your employment history and qualifications) you have provided to us about you during the application process, including in your CV / resumé and covering letter, details in any application forms and during an interview; and
- your passport and /or other identification documentation.

- **Information that we collect about you**

If you visit our websites, we may collect certain technical information about you. For further information, please [click here](#) for our main Stats Perform Website Privacy Notice.

For more information on how we use cookies and similar tracking technology, please see our [Cookie Notice](#).

- **Information that we obtain from third party sources**

From time to time, we may receive personal information about you from third party sources such as social network sites, external job boards, background check providers, public databases (where permitted by law), your named referees, corporate websites, your business associates and our representatives, and agencies (including recruitment agencies and credit reference agencies).

- **How we use your information**

We use the information we collect in relation to you to:

- correspond with you about the recruitment process;
- assess your skills, qualifications, and suitability for the work or role;
- carry out background and reference checks, where applicable;
- keep records related to our hiring processes; and
- comply with legal or regulatory requirements.

The following table sets out in more detail the categories of personal information we collect about you and how we use that information. The table also lists the legal basis which we rely on to process the personal information.

The personal information we may collect from you	How we use it	Lawful Basis
Information required to set up an account such as your name, email address, username, and password.	To allow you to create a Stats Perform careers account with us.	<p>To pursue our legitimate interests in deciding whether to appoint you to the role or for the work since it would be beneficial to our business to appoint someone to that role or for work.</p> <p>To pursue your legitimate interests in receiving updates on your application / the recruitment process.</p>

The personal information we may collect from you	How we use it	Lawful Basis
Contact details, such as your email address, telephone number and address.	To communicate with you about the recruitment process and provide you with any support or information you have requested from us. For example, to provide an update as to your progression (including whether we are offering you the role or work), invite you for an interview and / or to inform you of further tasks to be completed.	See above.
Contact details as above.	To contact you about job opportunities that you may be interested in.	Either consent (if required under applicable law) or our and your legitimate interests, namely, to keep in touch with you about further job opportunities that may be of interest to you.
The information (such as your employment history and qualifications) you have provided to us about you during the application process, including in your CV / resumé and covering letter, details in any application forms and during an interview.	To assess your skills, qualifications, and suitability for the work or role.	To pursue our legitimate interests in deciding whether to appoint you to the role or for the work since it would be beneficial to our business to appoint someone to that role or for work.

The personal information we may collect from you	How we use it	Lawful Basis
Your previous academic and/or employment history, including details of any conduct, grievance or performance issues, appraisals, time and attendance, from other sources such as references obtained about you from previous employers and/or education providers.	See above.	See above.
Any information you provide to us during an interview.	See above.	See above.
Health-related information, including disability.	To consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during a test or interview.	To carry out our legal obligations or exercise specific rights in the field of employment law.
Information collected for equality and diversity and purposes including your racial or ethnic origin, sexual orientation, mental or physical health, disabilities, religious or similar beliefs (which constitute special category data under applicable data protection	To promote equality and diversity and to ensure meaningful equal opportunity monitoring and reporting.	To comply with our legal obligations (such as gender pay gap reporting obligations), or otherwise to pursue our legitimate interests in promoting diversity and ensuring equal opportunity. In relation to special category data, such processing is also for

The personal information we may collect from you	How we use it	Lawful Basis
laws), gender and (in respect of US only) veteran status.		reasons of substantial public interest (in particular for equality of opportunity or treatment).
Your nationality and immigration status and data from related documents, such as your passport, visa, or other right to work documents.	To establish whether you are legally entitled to work in the country of the Stats Perform entity to which you are applying.	For compliance with a legal obligation.
All personal information referred to above.	To enable us to comply with any legal or regulatory requirements and otherwise to meet applicable requirements of any relevant regulator or competent authority.	To comply with our legal obligations. Otherwise, to pursue our legitimate interest (for the purpose of establishing, exercising or defending our legal rights).
All personal information referred to above.	To exercise or protect the rights, property, or personal safety of Stats Perform, its customers, staff or others.	To pursue our legitimate interests in protecting the rights, property, or personal safety of Stats Perform, its customers, staff or others (including for the purpose of establishing, exercising or defending our legal rights).

If you have questions about or need further information concerning the legal basis on which we collect and use your personal information, please contact us using the contact details provided under the “How to contact us” section below.

## **If you fail to provide certain personal information**

If you fail to provide certain information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we may not be able to process your application successfully. For example, if we require a background check or references for this role and you fail to provide us with relevant details, we may not be able to take your application further.

## **Who does Stats Perform share my personal information with?**

We may disclose your personal information to the following categories of recipients:

- to our group companies;
- to the external recruitment agents / consultants that brought your application to our attention, if applicable;
- to third party vendors and our other partners who provide data processing services to us (for example, application hosting, to support the delivery of, provide functionality on, or help to enhance the security of our websites / online tools, including our careers / recruitment portal, or perform services generally such as email, updates, applicant tracking, fraud prevention, background checks, web hosting or analytics), or who otherwise process personal information for purposes that are described in this Privacy Notice or notified to you when we collect your personal information;
- to any competent law enforcement body, regulatory body, government agency, court or other third party where we believe disclosure is necessary (i) as a matter of applicable law or regulation, (ii) to exercise, establish or defend our legal rights, (iii) to detect and investigate illegal or wrongful activities and/or breach of contract, (iv) to exercise or protect the rights, property, or personal safety of Stats Perform, its customers, staff or others, or (v) to protect your vital interests or those of any other person;
- to our insurer;
- to purchasers or potential purchasers and third parties (such as agents and advisers) in connection with a business transaction: your personal information may be disclosed to third parties in connection with a transaction, such as a merger, sale of assets or shares, reorganisation, financing, change of control or acquisition of all or a portion of our business; and

- to any other person as may be envisaged under this Privacy Notice.

All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

### **Job-opportunity updates**

Where permitted by applicable law, we and/or our selected third parties may contact you with information about new job / work opportunities that might be of interest to you. We will get your opt-in consent before doing so, unless consent is not required under applicable law. If you no longer wish to receive such communications, please send us an email (using the details provided in the “How to contact us” section below) or click on the ‘unsubscribe’ link at the bottom of any of those emails.

### **Aggregated data**

We may collect, use and share “aggregated data” such as statistical or demographic data for any purpose. This aggregated data could be derived from your personal information but is anonymised and not considered personal information as this data will not directly or indirectly reveal your identity. For example, we may use anonymised, aggregated, statistical information for purposes that include testing our IT systems, research, data analysis, improving our websites, developing new products and features and/or to calculate the percentage of users accessing a specific website feature. We may also share such anonymised information with third parties.

### **Security**

We understand that the security of your personal information is important to you. For more information on how we handle the security of your data, please refer to the “Security” section of our main [Stats Perform Website Privacy Notice](#).

### **International Data Transfers**

We are a global business. This means that it may be necessary for us to transfer your personal information outside of the country in which it was collected, or your jurisdiction of residence, when transferring it to other entities or offices within Stats Perform and our service providers and business partners located in other countries. For more information on how we meet international transfer requirements in respect of your personal data (including the appropriate safeguards we put in place), please refer to the “International Data Transfers” section of our main [Stats Perform Website Privacy Notice](#).

## How Long We Retain Your Personal Information

Subject to the above, we aim to retain an applicant’s data on record for one year after we have notified the applicant of the outcome of the recruitment exercise (or after the recruitment exercise has otherwise concluded). If an applicant is successful, their data is likely to be transferred over to their personnel file, which we will keep in accordance with our retention practices. For further information regarding our retention practices, please refer to the “How Long We Retain Your Personal Information” section of our main [Stats Perform Website Privacy Notice](#).

## Your Rights

To the extent applicable under data protection laws, you have the following data protection rights:

- (a) **Right of access.** You have the right to obtain access to your personal information.
- (b) **Right of portability.** You have the right, in certain circumstances, to receive a copy of the personal information you have provided to us in a structured, commonly used, machine-readable format that supports re-use, or to request the transfer of your personal data to another person.
- (c) **Right to rectification.** You have the right to obtain rectification of any inaccurate or incomplete personal information we hold about you without undue delay.
- (d) **Right to erasure.** You have the right, in some circumstances, to request for us to erase your personal information without undue delay if the continued processing of that personal information is not justified.
- (e) **Right to restriction.** You have the right, in some circumstances, to require us to limit the purposes for which we process your personal information if the continued

processing of the personal information in this way is not justified, such as where the accuracy of the personal information is contested by you.

- (f) **Right to withdraw consent.** If you have provided consent to any processing of your personal information, you have a right to withdraw that consent. Withdrawing your consent will not affect the lawfulness of any processing we conducted with your consent prior to your withdrawal.

**The right to object:** You also have a right to object to any processing based on our legitimate interests where there are grounds relating to your particular situation. There may be compelling reasons for continuing to process your personal information, and we will assess and inform you if that is the case. You can object to marketing activities for any reason.

Please note that the above rights are not absolute, and we may be entitled to refuse requests, wholly or partly, where exceptions under the applicable law apply.

If you are dissatisfied with how we have handled your personal information, you also have the right to lodge a complaint to your national data protection authority. If you are in the UK, information on how to contact the Information Commissioner is available at [www.ico.org.uk](http://www.ico.org.uk). If you are located in the EU, further information about how to contact your local data protection authority is available at [https://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index\\_en.htm](https://ec.europa.eu/justice/article-29/structure/data-protection-authorities/index_en.htm).

We would, however, appreciate the chance to deal with your concerns before you approach any data protection authority, so please contact us in the first instance (using the contact details provided under the “How to contact us” section below).

### **Links to Third Party sites**

Our websites may, from time to time, contain links to and from third-party websites. If you follow a link to any of these websites, please note that these websites have their own privacy policies and Stats Perform does not accept any responsibility or liability for these policies. Please check these policies before you submit any personal data to these websites.

### **US Residents**

If you are a US resident, please [click here](#) for more information about the categories of personal data that we may collect and the categories of sources from which we may collect such personal data.

### **Updates to this Privacy Notice**

We may need to update this Privacy Notice from time to time by updating the careers page on our website. We may decide it is appropriate to notify you of any significant changes but would encourage you to come back and review it from time to time in any event. When we change this Privacy Notice in a material way, we will update the "Last Updated" date at the end of this Privacy Notice (see below). Changes to this Privacy Notice are effective when they are posted on this page.

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 relationship with us.

### **How to contact us**

If you have any queries, comments or requests regarding this Privacy Notice, please first contact the person within the organisation with whom you have been liaising in relation to your application. Otherwise, you can contact us by email at [privacy@statsperform.com](mailto:privacy@statsperform.com). For further details, including contact details of our Data Protection Officer, please refer to our main [Stats Perform Website Privacy Notice](#).

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