



## APPLICANT AND PROSPECTIVE APPLICANT PRIVACY NOTICE

In this notice, “**we**”, “**us**”, “**our**” and “**PIMCO**” means PIMCO Australia Pty. Limited, being the entity that you are applying to for employment.

We are registered in Australia and our registered address is at Level 19, 5 Martin Place, Sydney, New South Wales 2000, Australia.

### About this privacy notice

We are responsible for ensuring that we use your personal data in compliance with the Privacy Act 1988 (Cth) for Australia.

This privacy notice sets out the basis on which any personal data about you will be processed by us. We should be grateful if you would read the information set out below and confirm that you understand and agree to the terms before submitting your CV and/or application form.

### Personal data that we collect about you

We will collect and process the following personal data about you:

- **Information that you provide to us or one of our affiliates.** We will process information that you give us by submitting any applications or by indicating to us your interest for prospective roles. This information is likely to include:
  - your full name, date of birth, nationality, race / ethnicity, education and qualification details, marital status, gender identity and sexual orientation, home address and home telephone number, mobile telephone number, employment history, other application details, your resume / CV, work eligibility, results of online tests, assessments and interview information; and
  
- **Information we obtain from other sources.** This is likely to include information about you, such as:
  - personal data we collect from professional networks where you have set up a publicly available profile (e.g. LinkedIn) or from recruitment consultants to whom you have provided your CV for application purposes; and
  
  - details of your suitability to work with us, your past performance at work, your character, verification of the information that you provide to us as part of your application, and if legally permitted, any history concerning criminal convictions, from third party references that you provide to us, from your previous and/or current employers, opinions expressed by others about you and from third party background checking services or a previous employer or other referee.

## Uses of your personal data

Your personal data may be stored and processed by us in the following ways and for the following purposes:

- to consider your job application (including, in some cases, verifying your qualifications, education and references with those third parties you name);
- to assess your eligibility for certain opportunities and programs;
- to help us to improve how we market our recruitment events and job roles;
- if your application is unsuccessful or if you have indicated your interest for prospective roles, we will keep your information on record to notify you of relevant job vacancies with PIMCO that you may be interested in, in the future;
- compliance with any legal or regulatory obligation to which PIMCO is subject (including compliance with any request from regulatory authorities or other relevant public authorities);
- the prevention and detection of crime or fraud, subject to local law; and
- in order to carry out diversity monitoring and activities if required by law and / or permitted by law including but not limited to: (a) helping us improve how we market our recruitment events and job roles; and (b) supporting the operation and implementation of programs designed to better distribute the talent and skills of candidates.

In addition to the above, we reserve the right to collate, process and disseminate any statistics based on an aggregation of data held by us provided that any individual is not identified from the resulting analysis and the collation, processing and dissemination of such information is permitted by law.

In certain circumstances, not providing the requested data to us may affect our ability to meet the above purposes.

## Use of AI and automated decision-making

Please note that we may use artificial intelligence ("AI") to assist us in the recruitment process, including to help us to:

- match applicants or prospective applicants to open vacancies; and
- enable more effective review of applicants' or prospective applicants' profiles,

if permitted by applicable law.

Due to the high volume of applications we receive for certain roles, we may use automated decision-making in our hiring processes (e.g. to efficiently identify candidates with skills that best align with the applied roles). Automated decision-making occurs when an electronic system uses personal data to make a decision about an individual without human involvement.

### What we will do with “sensitive personal data”

Certain forms of “sensitive personal data” (which includes, but is not limited to, data relating to racial or ethnic origin, criminal record, health information, and sexual orientation or practices), are subject to specific protection or restriction by law. We will not collect or process your sensitive personal data unless the following conditions are met:

- you have given explicit consent in writing to the collection and/or processing of the data; or
- the processing is necessary for carrying out obligations and specific rights of PIMCO in the field of employment law (including obligations in relation to health and safety, occupational health, the legality of personnel working in a particular jurisdiction, work permits and visas, in connection with benefits including life assurance benefit, and vetting (where necessary)); or
- a permitted health situation exists in relation to the collection and/or processing of the information (which includes where the collection and use of the information is necessary for the reasons of public interest in the area of public health); or
- as otherwise permitted by law.

In each case we will meet any additional local legal requirements and enforce any applicable duties of confidentiality, for example in relation to access to health records.

### Transfer of your information to third parties

We may transfer your personal data to third parties in the circumstances below:

- your personal data may be transferred to any PIMCO group entity and Allianz group entity located in or outside Australia, which may also use your personal data in connection with the purposes listed above; and
- we may also transfer your personal data to various third party service companies outside of the PIMCO group and Allianz group, which are located in or outside Australia:
  - for the purposes of assessing your application and verifying the information you have provided;
  - to the extent required by law, for example if we are under a duty to disclose your personal data in order to comply with any legal obligation or to establish, exercise or defend our legal rights; or

- to our service providers (for example, the providers of our electronic data storage services and applicant or prospective applicant relationship management tool) for the purposes of providing services to us. These third parties will be subject to confidentiality requirements and they will only use your personal data as described in this Statement.

### Transfers of personal data outside Australia

The personal data that we collect from you may be transferred to, and stored at, a destination outside Australia. It may also be processed by individuals operating outside Australia who work for our affiliates (including PIMCO group companies) or for one of our suppliers.

Where we transfer your personal data outside Australia, we will ensure that it is protected in a manner that is consistent with how your personal data will be protected by us in Australia. This can be done in a number of ways, for example:

- the country that we send the data to offers a sufficient level of protection; or
- the recipient may be party to binding corporate rules (relevant to intra-group transfers only).

In other circumstances the law may permit us to otherwise transfer your personal data outside Australia. In all cases, however, we will ensure that any transfer of your personal data is compliant with data protection law.

### How long we keep your personal data

How long we hold your personal data for will vary. We will retain your personal data on the basis of the following criteria, including:

- the purpose for which we are using it – we will need to keep the data for as long as is necessary for that purpose;
- legal obligations – laws or regulation may set a minimum period for which we have to keep your personal data.

In some instances, we may retain your information to consider you for other roles and future opportunities at PIMCO which may be of interest to you. If you do not want us to retain your information, or want us to update it at any stage, please contact us in accordance with the “**Contacting us**” section.

## Your rights

You have a number of legal rights in relation to the personal data that we hold about you. These rights include:

- access to the personal data which we hold about you;
- where you have actively provided your consent for us to process your personal data, the right to withdraw your consent at any time. Please note, however, that we may still be entitled to process your personal data if we have another legitimate reason (other than consent) for doing so; and
- the right to request that we rectify or supplement your personal data if it is inaccurate or incomplete.

You can exercise your rights by contacting us using the details set out in the “Contacting us” section below.

## Contacting us

If you would like further information on the collection, use, disclosure, transfer or processing of your personal data or the exercise of any of the rights listed above, please submit questions, comments and requests by email to [apac\\_privacy@pimco.com](mailto:apac_privacy@pimco.com).