

Northrop Grumman Sperry Marine Applicant Privacy Notice

We at Northrop Grumman Sperry Marine (“we”, “us”, “our”, “Sperry Marine”) respect your concerns about privacy. This Privacy Notice describes the information practices Sperry Marine as the data controller to which you are applying for employment. It also describes the types of information we maintain, how we may use the information, how we secure it, with whom we may share it and the choices and rights available to you regarding our use of the information.

This Notice is only a supplement to Sperry Marine’s general website privacy policy, which can be found [here](#).

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Information We Maintain

The types of personal information we may collect are:

- Contact information (e.g. name, postal address, telephone number and email address);
- Résumé or C.V. information (e.g. employment history, work authorization information, salary history, education history, certifications or trainings);
- Employment information found in your résumé or C.V. (e.g. employer, title, division);
- Other personal information found in content that users provide.

If applying for a position in the United Kingdom, we may also collect additional information if your application is successful:

- Pre-employment information (e.g. citizenship, immigration status, security clearances, criminal history).

Legal Ground for Our Use of the Information

We will use Applicant Information for the above purposes to the extent necessary to pursue our legitimate interest in evaluating potential recruits and in order to take steps at the request of the

data subject prior to entering into an employment contract. Failure to provide your personal information may result in the inability for us to process your application.

How We Use the Information We Maintain

Northrop Grumman Sperry Marine B.V. will use the personal information you provide with your application for purposes of considering you for a permanent position or contractor position at Northrop Grumman Sperry Marine B.V., and if you are offered a permanent job or become employed by Northrop Grumman Sperry Marine B.V. as a contractor, for employment-related purposes. The legal basis of applicant data processing is deemed necessary for the performance of a contract with the data subject or to take steps to enter into a contract.

If applying for a position in the United Kingdom, for successful applicants we will conduct background investigations that are necessary for the purposes of the legitimate interests pursued by Northrop Grumman Sperry Marine B.V. as the controller, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data.

By applying for a position, you agree that we may use your personal information for recruitment and if you are hired as an employee or a contractor, employment-related purposes. Your personal information will not be shared with others for non-recruitment or employment purposes except as consistent with our general website privacy policy. Failure to provide your personal information will prevent us from contacting you and evaluating your application for the job or contractor position.

Information We Share

Applicant Information is handled strictly on a need-to-know basis. Individuals with access to Applicant Information may include members of our Human Resource team as well as hiring managers. If offered a position, we may share your Applicant Information with our Northrop Grumman affiliated companies, and third parties who perform services on our behalf. This includes Northrop Grumman affiliates and service providers located in countries other than the country in which the personal information was collected. These service providers may also collect some of your information (e.g., your personal contact information) directly from you but they are not authorized by us to use or disclose the information except as necessary to perform services on our behalf or comply with legal requirements. For a list of relevant service providers, please see below:

Service Providers	Service	Country of Processing
Sterling Talent Solutions	Applicant Background Investigations	United States of America
OCR Services Inc.	Denied Party Screening	United States of America
SHL	Assessment Tool	United Kingdom
Docusign Inc.	Provision of eSignature facility for employee contracts and benefit forms	United Kingdom
ITS Software Systems Ltd. Trading as Eploy	Job Application processing	United Kingdom

In the event of a national emergency, we may also share your personal information with local suppliers and delivery services in order to send you work supplies or other goods and materials (related to your employment or contractor position) through the post to your personal address.

We may disclose information about you (i) if we are required to do so by law or legal process, (ii) to law enforcement authorities or other government entities, and (iii) in connection with an investigation of suspected or actual criminal offenses.

Your Rights

Once you have applied for a position, you may request access to correct or update your personal information. A new C.V. or resume may be submitted when applying for other positions. If you wish to have your Applicant Information deleted or object to processing at any time and free of charge by contacting, please contact us at careers.uk@sperry.ngc.com. To aid us in locating your applicant information, please be sure to include your name and contact information in your request. Applicants maintain the right to lodge a complaint with a supervisory authority if they feel that appropriate measures to protect their personal information or address their concerns have not been taken.

Data Transfers

If you are located in the EEA, the United Kingdom or Switzerland, we comply with applicable legal requirements by protecting your Applicant Information when it is transferred to countries outside of the EEA, the United Kingdom or Switzerland that have not been recognized by the European Commission as providing an adequate level of data protection. The steps we take include concluding data transfer agreements incorporating the European Commission's Standard Contractual Clauses with the relevant data recipient or ensuring that the data recipient has implemented Binding Corporate Rules. You may obtain a copy of these agreements by contacting us as indicated in the "Contact Us" Section below.

Our parent company, Northrop Grumman and its U.S. subsidiaries are certified under the EU-U.S. and Swiss-U.S. Privacy Shield frameworks developed by the U.S. Department of Commerce and the European Commission regarding the transfer of Applicant Information from the EEA, the United Kingdom or Switzerland to the U.S. Click [here](#) to view our Privacy Shield Employee Privacy Notice. To learn more about the Privacy Shield program, and to view our certification, please visit <https://www.privacyshield.gov/list>. We no longer rely on the EU-U.S. or Swiss-U.S. Privacy Shield framework to transfer Applicant Information from the EEA, the United Kingdom or Switzerland to the U.S.

If you are located outside the EEA, the United Kingdom or Switzerland, you acknowledge that we may transfer the information to countries in which the laws may not offer the same level of data protection as the laws of your own country.

We may transfer your Applicant Information to countries other than the country in which the information originally was collected. While those countries may not have the same data protection laws as the country in which you initially provided the information, Sperry Marine will ensure that an appropriate safeguard is in place as determined by EU Member States.

How We Protect your Information

We maintain appropriate technical and organizational safeguards designed to protect your Applicant Information against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use. We also require our service providers with whom we share your Applicant Information (see the “Information We Share” section above) to do the same.

Data Retention

Sperry Marine may retain your Applicant Information only for evaluation for employment in connection with the application process for a maximum period 6 months from date of registration. You may request to have your details removed at any time. If your application is successful, Sperry Marine may retain your Applicant Information for as long as is necessary in connection with any employment or contractor relationship.

Updates to this Privacy Notice

This Privacy Notice may be updated periodically to reflect changes in our privacy and data protection practices. We will notify you of any changes to this Privacy Notice by indicating at the top of the notice when it was most recently updated.

How to Contact Us

If you would like to exercise your rights or obtain a copy of our data transfer agreements, or if you have any questions or comments about this Privacy Notice or the processing of personal information in connection with your application, please contact us at: careers.uk@sperry.ngc.com. Additionally, if you are applying for a position at our German location, you may also contact our Data Protection Officer at A.Walter@gvw.com.