

## Privacy Policy (Recruitment)

This Privacy Policy describes the way in which the bet365 group company or companies that provide the careers website and those to which you apply for a position (otherwise referred to as "we", "us", "our" or "bet365") deal with the information and data you provide to us to enable us to manage your relationship with bet365.

We will process any personal information provided to us or otherwise held by us relating to you in the manner set out in this Privacy Policy. Information may be provided via the bet365 website (the "Website"), telephone calls or any other means.

By accepting this Privacy Policy you agree that you understand and accept the use of your personal information as set out in this Privacy Policy. If you do not agree with the terms of this Privacy Policy please do not use the Website or otherwise provide us with your personal information.

### Who we are

bet365 is made up of a group of companies where some group companies provide services to other parts of the group. Your personal data will therefore be transferred within the group to provide you with services and process your application.

bet365, acts as the "data controller" for the purposes of applicable European data protection legislation. If you have any questions regarding your Personal Data, how it is processed or which specific company is the lead controller contact the individual running the recruitment or [jobs@Bet365.com](mailto:jobs@Bet365.com) in the first instance.

If you have specific questions about how your data is processed or your rights you can also contact the Data Protection team at [Data.Protection@bet365.com](mailto:Data.Protection@bet365.com).

### Contacting us

If you have any concerns, or would like more detail about how we process your personal data during the application process, you can contact us by using [jobs@bet365.com](mailto:jobs@bet365.com) in the first instance.

If you have specific questions about the handling of your personal data then you can also contact our Data Protection team using [data.protection@bet365.com](mailto:data.protection@bet365.com).

### Protecting Your Personal Data

Your Personal Data isn't just protected by the quality, commitment and high standards of bet365, it's also protected by law. The law states that we can only process your Personal Data when there is a genuine reason to do so, and it must be one of the following:

- To fulfil any contract that we have with you
- We have a legal obligation
- Where you have consented to the processing
- When it is in our legitimate interest
- When it is in the public interest
- When it is in your vital interests

### Legitimate Interests

When we have a business or commercial reason to process your Personal Data this is referred to as a legitimate interest. Your Personal Data is still protected and we must not process it in a way that would be unfair to you or your interests.

If we do use legitimate interests as a reason to process your Personal Data we will tell you that we are doing so, what our legitimate interests are, and provide you with a method to raise any questions or objections you may have. However compelling grounds for processing such information may override your right to object.

### How long we keep your Personal Data

We will keep your personal data for as long as required to complete the recruitment exercise.

After the recruitment exercise has completed we will keep your data for the minimum length of time required to comply with internal risk management policies and relevant legal or regulatory obligations.

Your Personal Data may be kept longer if we cannot delete it for technical reasons.

Whenever your data is kept by bet365 we will ensure that it is appropriately protected and only used for acceptable purposes.

## Why we process your Personal Data

What we do	How it's justified	Our legitimate interests
<ul style="list-style-type: none"> <li>Manage recruitment activities</li> </ul>	<ul style="list-style-type: none"> <li>Your consent.</li> <li>Our legitimate interests</li> </ul>	<ul style="list-style-type: none"> <li>Contact you</li> <li>Assess your suitability for the role</li> </ul>
<ul style="list-style-type: none"> <li>Manage our relationship with you</li> </ul>	<ul style="list-style-type: none"> <li>Your consent.</li> <li>Fulfilling contracts</li> <li>Our legitimate interests</li> <li>Legal obligations</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining our records</li> <li>Obtaining your consent when needed</li> <li>Being efficient about how we fulfil our legal duties and contractual duties</li> </ul>
<ul style="list-style-type: none"> <li>Develop and manage our brands</li> <li>Develop and manage our products and services</li> <li>To test new products, systems or services</li> <li>To manage our relationship and the performance of other companies that provide services to us and our customers</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilling contracts</li> <li>Our legitimate interests</li> <li>Legal obligations</li> </ul>	<ul style="list-style-type: none"> <li>Being efficient about how we fulfil our legal and contractual duties</li> </ul>
<ul style="list-style-type: none"> <li>Prevention of crime</li> <li>Detect, investigate, and report crime</li> <li>Managing risk for us and our customers</li> <li>Complying with any laws and regulations that apply to us</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilling contracts</li> <li>Our legitimate interests</li> <li>Legal obligations</li> </ul>	<ul style="list-style-type: none"> <li>Developing and improving how we deal with crime and attempted crime</li> <li>Protecting our customers and ourselves from the impacts of crime</li> <li>Protecting our business and customers through managing risk</li> <li>Complying with laws or regulations that apply to us</li> <li>Being efficient about how we fulfil our legal and contractual duties</li> </ul>
<ul style="list-style-type: none"> <li>Manage and run our business efficiently and effectively</li> <li>Ensure corporate governance and compliance to all legal and regulatory obligations. To run our business in an efficient and proper way</li> <li>Fulfil our obligations as an accountable and responsible organisation</li> </ul>	<ul style="list-style-type: none"> <li>Our legitimate interests</li> <li>Legal obligations</li> </ul>	<ul style="list-style-type: none"> <li>Complying with laws or regulations that apply to us</li> <li>Being efficient about how we fulfil our legal and contractual duties</li> </ul>
<ul style="list-style-type: none"> <li>To exercise our rights set out in agreements or contracts</li> </ul>	<ul style="list-style-type: none"> <li>Fulfilling contracts</li> </ul>	

If you choose not to provide your Personal Data it may prevent us from meeting legal obligations, fulfilling a contract, or performing services required to process your application. Not providing your Personal Data may mean we are unable to process your application.

## Information Collected

The information and data about you which we may collect, use and process includes the following:

- Information that you provide to us by filling in forms on the Website or any other information you submit to us via the Website or email
- Records of correspondence, whether via the Website, email, telephone or other means
- Your responses to surveys or customer research that we carry out
- Details of your visits to the Website including, but not limited to, traffic data, location data, weblogs and other communication data
- CCTV footage

Where it is reasonable for us to do so and not detrimental to your rights and freedoms we also collect Personal Data from publicly available sources such as Internet Searches, Companies House, broadcast and media.

Personal Data that we collect on you through the recruitment process will fall into these categories:

- Biographical data
- Education history and qualifications
- Employment history
- Contact information
- Assessment and evaluation data

## Telephone Calls

Telephone calls to and from bet365 may be recorded for training and security purposes along with the resolution of any queries arising from the service you receive.

## Social Features of our Products

If you choose to participate in any of the social features that we provide with our products (such as chat rooms) bet365 may store, record or otherwise process this data.

## Use of Cookies

To find out more about how we use cookies please [see our cookie policy](#).

## Personal Data we share with others

We may share your personal data within the bet365 group and with these other organisations:

- Law enforcement agencies, regulators and other authorities
- Credit reference agencies
- Fraud prevention agencies
- Identity verification agencies
- Organisations that introduce you to us
- Third parties you ask us to share your data with
- Third parties necessary to provide products or services to assist in processing your application

In most cases we will only share your Personal Data where you have consented or where we are permitted by law to share it.

As you progress through recruitment it may become necessary to share your Personal Data with the third parties that provide services to us that assist in our recruitment process. Where this is required your Personal Data will only be shared where it is protected under contractual terms detailing bet365's requirements for how your data is protected.

We may also disclose personal information to other companies within associated or subsidiary companies and to business partners, or successors in title to our business.

## Data Transfer Outside the EEA

We will only transfer your Personal Data outside the European Economic Area (EEA) where:

- You have given your explicit consent
- It is necessary for us to set up or fulfil a contract you have entered into with us
- To comply with a legal duty or obligation

If we do transfer your Personal Data outside of the EEA, within the group or to our business partners, we will take measures to ensure it is protected to the same standards as it would be within the EEA by relying on one of the following:

- The country that is receiving your Personal Data has been found by the European Commission to offer the same level of protection as the EEA. More information can be found [on the European Commission Justice website](#).
- We will use contracts that require the recipient to protect your Personal Data to the same standards as it would be within the EEA
- Where the transfer is to the USA and the recipient is registered with Privacy Shield. Privacy Shield is a framework that ensures Personal Data is protected to a level approved by the EU. Read more about Privacy Shield [on the European Commission Justice website](#).

## Your rights over your Personal Data

We will assist you if you choose to exercise any of your rights over your Personal Data, including:

- Withdrawing your previously granted consent; however this will not invalidate any previously consented
- Lodging a complaint with any relevant Supervisory Authority
- Access to your Personal Data that we hold or process
- Correction of any Personal Data that is incorrect or out of date
- Erasure of any Personal Data that we process, often referred to the 'the right to be forgotten'
- Restrict processing of your Personal Data in certain circumstances
- Asking us to provide you or another company you nominate with certain aspects of your Personal Data, often referred to as 'the right to portability'
- The ability to object to any processing data where we are doing it for our legitimate interests
- The ability to contest a decision made entirely by automated processing, to express your point of view and to request that a human review the decision

For more information on these rights or how to use them please contact us by using [careers@bet365.com](mailto:careers@bet365.com) in the first instance.

If you have specific questions about the handling of your personal data then you can also contact our Data Protection team using [data.protection@bet365.com](mailto:data.protection@bet365.com).

## Changes to our Privacy Statement

We may update this policy from time to time, so please review it frequently.

If any changes are made to this Privacy Policy we will use reasonable endeavours to inform you in advance by email, notice on the Website or other agreed communications channels. We will communicate the changes to you in advance, giving an appropriate amount of time for you to consider and understand the changes before they become effective.

We will not enforce material changes to the Privacy Policy without your express consent. If you decline to accept the changes to the Privacy Policy, or otherwise do not accept the changes within the time period, we may not be able to continue to provide some or all products and services.