

1. RECRUITMENT PRIVACY NOTICE

1.1. Introduction

The purpose of this notice is to inform you, as applicants for employment, about when and why your personal data is collected and used, how we use it, and how we keep it secure throughout the recruitment process within Global Maritime Group AS and its affiliates. This notice also sets out your rights under the UK and EU Data Protection Laws.

For simplicity, throughout the rest of this notice, Global Maritime Group AS and its affiliates will simply be referred to as "the Company" or using the terms, "we", "us" or "our".

Personal data is broadly defined as any information which relates to an identified or identifiable individual. In the context of job applications, this information may include your name, address, email address, education, and employment history. "Processing" of personal data is defined very broadly under the law, and means any use of personal data, whether or not by automated means, such as collection, recording, storage, alteration, retrieval, disclosure, sharing, deletion or destruction.

Please note that this notice only applies to information we collect in order to progress job applications, and to operate our Careers website. If your application is successful and we hire you as an employee, our handling of your personal data will be covered by a separate employee privacy notice (which we will provide to you at the relevant time).

1.2. Data Controller Details

Global Maritime Group AS is the data controller responsible for your personal data, meaning it determines the purposes for which your data is used. The Company is registered at the UK Information Commissioner's Office and the Norwegian Data Protection Authority (Datatilsynet) with registration number(s): 974 761 467

The Company is a Norwegian company with registered company number 997 870 891 and whose registered office is at Moseidsletta 122, 4033 Stavanger, Norway.

If you have any questions about this Privacy Notice or want to exercise your rights set out in this notice, please contact us by sending an email to privacy@globalmaritime.com.

1.3. How We Collect Your Personal Data

We collect your personal data when you create a profile on the Global Maritime Careers Hub at <https://www.globalmaritime.careers.hibob.com> to register your interest in career opportunities within the Company. This will include any relevant information and documentation you submit during the application process.

1.4. The Types of Personal Data We Collect

We only collect the personal data that's necessary to carry out our recruitment process.

1.4.1 Information we obtain directly from you

Here are some examples of information you may provide to us:

- Title, Name and Surname.
- Email address.
- Home address.
- Date of birth.

- Contact phone number(s) – home, work and/or mobile.
- CV and information about your career.
- If you choose to upload your LinkedIn or Facebook profile
- Answers to your application questions and your responses to any questionnaires.
- Any analysis we do within our assessment and selection processes (such as video interviewing, behavioural analysis and psychometric profiling).
- Any supporting documents uploaded within the recruitment process.
- Interview feedback.
- Relevant notes on conversations with you.
- Details you may provide us about your preferred working patterns or availability.
- As part of our offer of employment we will also validate and store other sensitive data such as Visa, Right to Work and for certain roles, we may also engage with 3rd parties to verify references, criminal records or undertake other specialist employment checks.

1.4.2 Information we obtain from third parties:

Your information may be shared with us by third-party organisations that Global Maritime works with. These third-party organisations will only do so when there is a lawful basis to do so. You should check their Privacy Policy when you provide your information to them, to understand fully how they will process and safeguard your data and share the same with the Company.

Third party organisations may include:

- Recruitment Consultancies or Executive Search Firms. Your information may be shared with us by third parties known to you, who have applied for a role on your behalf.
- Research Companies. Global Maritime may use a search or research firm to find candidates for a specific role.
- Social Media. We may also check and store publicly available information from social media accounts that provide relevant work information such as LinkedIn or Facebook.

1.5. Why We Collect Your Personal Data and How We Use It

This privacy notice explains the purpose of processing your data: to identify suitable candidates for recruitment. When undertaking this exercise, we collect data about you in a variety of ways, such as when you submit your CV directly or, most likely, when we receive it from a recruitment agency or online. Further information will be collected from you from third parties, such as employment agencies and former employers when gathering references.

1.5.1 Where we have a justifiable reason (legitimate interest) to provide the very best recruitment services:

- We capture, review, analyse, and process any data you submit during the application process to match your skills and interest to the job requirements throughout the application, recruiting and hiring process.
- To identify opportunities at the Company that we think may be of interest to you currently or in the future to enable you to receive relevant vacancy alerts aligned with your interests and skill sets.
- We use that data to maintain our relationship with you and keep you up to date on Global Maritime news.
- We will use your contact details to respond to your enquiries.
- To support our research, we collect and may disclose aggregated statistical information (e.g., total number of applicants and applicant origin) for internal reporting, data analytics and benchmarking to improve the experience we offer our global job seekers.

However, we never disclose information that identifies any individual for such purposes.

1.5.2 Where we have your consent:

- To send you emails keeping you up to date with all the latest exciting Global Maritime news.
- To send you emails setting out vacancy alerts.

1.5.3 Some data we collect is called 'special category' data and includes, for example, health data. Generally, we do not request this type of data for recruitment purposes, but if you choose to provide it, for example, to notify us of any reasonable adjustments for disability purposes, we rely on your consent to our processing of that data.

1.6. Sharing Your Personal Data

We use third-party platforms, such as HiBob, to manage and deliver some of our recruitment platforms, assessment and selection processes, to obtain or check references and your industry credentials. In providing the services, your personal data will, where applicable, be used by the service provider on our behalf.

Your data will be shared with colleagues within the Company to support you in finding suitable Global Maritime career opportunities, applying for them, and to inform our recruitment research. Your data will also be used to process each job application you submit. We may also use the services of third party HR and recruitment agencies.

We use cloud-based video conference platforms and cloud-based email.

1.7. Business Administration and Legal Compliance

In certain circumstances, we share and/or are obliged to share your personal data for business administration and legal compliance purposes with third parties outside the Company.

We may use your personal data in connection with a business transition (such as a merger, acquisition by another company, or a sale of all of or portion of our assets), to enforce our legal rights and or to protect the rights of third parties and it is in our legitimate interest to do so. In such instances, it will be necessary to share your personal data with external professional advisors such as lawyers and accountants, or insurers or financial institutions.

We may use your personal data for legal compliance purposes and to enforce our legal rights. In such instances, it will be necessary to share your personal data with external parties such as administrative authorities (HMRC), police and public prosecutors or to comply with a court order. It is our legal obligation to do so.

We may also share your personal data with third parties as part of a Company sale or restructure, or for other reasons to comply with a legal obligation upon us.

1.8. Our Use of Cookies and Similar Technologies.

The Global Maritime Careers Hub is hosted by HiBob and contains certain cookies, pixels, records and other technologies of which you should be aware. For further information please go to the HiBob Privacy Policy. The Company's emails contain certain cookies, pixels, records and other technologies of which you must be aware. For further information go to the Global Maritime Cookie Policy.

1.9. How Long Do We Keep Your Personal Data?

We keep your personal data in line with our Company retention policy. Any personal data that you have submitted when you create a profile on the Global Maritime Careers Hub or as part of

a recruitment process shall be kept by the Company in line with our Company retention policy. If you would like more information about how long we keep your personal data, please contact us at privacy@globalmaritime.com.

1.10. What If You Do Not Provide Personal Data?

Your personal data is required for the purpose of assessing your suitability for employment, and as such, if you fail to provide the information requested, we cannot offer you an employment contract.

1.11. Confidentiality and Security of your Personal Data

We are committed to keeping the personal data you provide to us secure, and we will take reasonable precautions to protect your personal data from loss, misuse or alteration.

We have implemented information security policies, rules and technical measures to protect the personal data that we have under our control from:

- unauthorised access;
- improper use or disclosure;
- unauthorised modification; and
- unlawful destruction or accidental loss.

All of our employees and data processors (i.e. those who process your personal data on our behalf, for the purposes listed above), who have access to, and are associated with the processing of personal data, are obliged to respect the confidentiality of the personal data of all users of the Global Maritime Careers Hub.

1.12. Your Rights In Relation To Your Personal Data.

The data protection laws give you certain rights regarding the personal data we hold about you. The most relevant rights to this process are:

- the right to be informed. This means that we must tell you how we use your personal data, and this is the purpose of this privacy notice.
- the right of access. You have the right to access the personal data that we hold on you and obtain copies of that data.
- the right for any inaccuracies to be corrected. If any personal data that we hold about you is incomplete or inaccurate, you are able to require us to correct it.
- the right to restrict the processing of the personal data. For example, if you believe the personal data we hold is incorrect, we will stop processing the personal data (whilst still holding it) until we have ensured that the personal data is correct.
- the right to data portability. In certain circumstances, to obtain personal data you've provided us with (in a structured, commonly used and machine-readable format) and to reuse it elsewhere or to ask us to transfer this to a third party of your choice.
- the right to withdraw consent. If we rely on your consent (or explicit consent) as our legal basis for processing your personal data, you have the right to withdraw that consent at any time.

If you wish to exercise any of the rights explained above, please contact us using the contact details provided.

1.13. Making A Complaint.

If you have any concerns about our privacy practices, including how we've handled your personal data, please contact us directly so we can investigate the matter.

If you are not satisfied with our response, you can complain to the Data Protection Authority.

If in the EU/EEA, contact the Norwegian Data Protection Authority,
Trelastgata 3, 0191 Oslo, Norway
P.O. Box 458 Sentrum, NO-0105 Oslo, Norway

If in the UK, contact the UK Information Commissioner's Office (ICO).
You can find details about how to do this on the ICO website at <https://ico.org.uk/> or by calling their helpline on 0303 123 1113.

1.14. Changes To This Privacy Notice.

We may make changes to this Privacy Notice from time to time.

To ensure that you are always aware of how we use your personal data we will update this Privacy Notice from time to time to reflect any changes to our use of your personal data. We may also make changes as required to comply with changes in applicable law or regulatory requirements. We will notify you by e-mail of any significant changes. However, we encourage you to review this Privacy Notice periodically to be informed of how we use your personal data.