What every Applicant and Candidate needs to know about this policy

Who	This policy applies to applicants and candidates for roles within Experian
What	This policy provides an overview of how applicant and candidate data is collected, stored, retained and processed
Why	We are committed to being transparent about how we collect and use your personal data and in meeting our data protection obligations
Key Policy Points	We need to process applicant and candidate data to ensure we can manage a fair and effective recruitment and selection process and to assess suitability for a role

Our Approach

We collect and process your personal data to manage the recruitment, selection and onboarding process and we are committed to being transparent about how we collect and use your personal data and in meeting our data protection obligations. This policy applies for job applicants and candidates of Experian. For the purposes of data protection laws, Experian is the data controller/data fiduciary of your personal data.

Processing Your Data

We need to process your data in order that we can manage a fair and effective recruitment and selection process and to assess your suitability for a role, carry out background and reference checks, communicate with you about the recruitment process and to comply with legal or regulatory requirements. We process this data based on the request of the data principal/data subject/applicant prior to entering into a contract and the consent provided by the applicant is the legal processing ground used by Experian in order to appoint the right applicant or candidate to the role advertised.

We only retain your personal data for our own internal record keeping and administrative purposes and to manage any query or complaint you may have. The legal processing ground

we rely on is our legitimate interest. It is in our legitimate interests to keep accurate records of our recruitment process and to manage our relationship with the applicants and candidates.

If you have notified us about any special needs, which falls under special categories of personal data (for example such as information about health) we may need to process your information to make reasonable adjustments. These processing activities on special categories of data are done for the purposes of carrying out the obligations and exercising specific rights of the company or of the employee in the field of employment and social security and social protection laws, always authorised by law or a collective agreement pursuant to law providing for appropriate safeguards for the fundamental rights and the interests of the data subject/data principal.

If you are successful, we will process your data to enter into an employment contract with you and will collect personal data about you only with your consent from third parties, such as references supplied by former employers or educational establishments. Credit reference check are only made when entering in a trusted position and when it is necessary with such check due to the position in accordance with the local laws. Only Criminal records if obtained, will not be archived and, we will process this data only when it is allowed by the local law. We will also process your data to comply with our legal obligations to check your eligibility to work in the applicable country before employment starts.

We will not use your data for any purpose other than in relation to the vacancy which you have applied unless we specifically ask your consent to keep your personal data on file in case there are future employment opportunities for which you may be suited. In these circumstances, we will tell you how long we will retain your data and you are free to withdraw your consent at any time.

You are under no statutory or contractual obligation to provide data to Experian during the recruitment process. However, if you do not provide the information, we may not be able to process your application or include you in our selection processes.

Collection, Storage and Retention

We collect and process a range of information about you such as your name and address, your skills and experience and your career history. This information is collected in a variety of ways, for example, it might be collected through application forms or your CV, from your passport or other identity documents and from third parties including recruitment agents.

When you apply for a role at Experian, you will be given an opportunity to create a profile within the Smart Recruiters platform. This will allow you to make updates to your candidate profile, including deleting it.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to our internal systems, People Portal and Oracle which we use to hold information about our employees. Our Employee Privacy Policy will tell you more about how we handle your personal data should you be successful in the recruitment process.

If your application for employment is unsuccessful, we will hold your data in our HR systems to enable us to make you aware of any future roles at Experian that may be suitable for you. We also hold this data so that we can monitor the diversity of the people who apply for a role with us.

At the end of that period, your data is deleted or destroyed.

The table below provides a list of all the data held and the purpose for which the data is held:

Data Collected	Reason for Processing
Your name, address and contact details, including email address and telephone number.	To maintain accurate and up-to-date contact details during the application and interview process.
Information relating to your Right to Work, references from previous employers and educational establishments, results from fraud prevention databases, credit reference agencies and criminal records agencies. We have policies in place for both Right to Work and Vetting if you require further information.	This information is gathered so that we fulfil our legal obligations to ensure that the people we employ are entitled to work and to meet the requirements of our employee vetting policy which includes past references, educational references, financial history, fraud database search results and criminal records.
Details of your qualifications, skills, experiences and employment history in the form of CV provided when joining.	We use this information to manage recruitment and selection and to assess your suitability for the role applied for. This data will also be used to plan for your induction and onboarding. This is done in line with our Recruitment and Selection Policy.
Details of your qualifications, skills, experiences, and employment history and details of any role(s) with Experian you have applied for	We keep this information after you have applied for a role with us for 12 months. During this period, if other roles which might fit your skills or qualifications become available, our Talent Acquisition team will match those roles with your details and may contact you to make you aware of such opportunities with Experian. You can object to our processing of your data for this purpose at any time by contacting us on tabp.india@experian.com
Information about medical or health conditions, including whether or not you have a disability.	We will use this information if we need to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out our legal obligations and

	exercise specific rights in relation to employment.
Diversity monitoring information about your gender, ethnic origin, sexual orientation, health and religion.	To maintain and promote equality in the workplace and to comply with our legal obligations. If you are successful, this information will be held in the recruitment system. Following a successful application, this information will be transferred to your people record where you can update and/or remove it.
Selection documentation such as interview notes, presentation materials and psychometric assessments.	During the recruitment we have a legitimate interest in capturing this personal information will be captured to ensure we can assess suitability for the role. We may also engage with approved third parties to complete assessments including (psychometric or otherwise) and information provided to these providers to facilitate these. The types of assessments we complete could be personality profiling or verbal and numerical reasoning tests. Should this apply to your application then a member of the Talent Acquisition Team will let you know. Should you choose not to share this information with a third party then you should let your Talent Acquisition contact know.
Any other information	We may collect any other information as may be relevant and necessary to ascertain your suitability ("fitment") for the role applied for. This may include, but is not limited to, information relating to your skills, experience, professional qualifications, behavioral and cognitive assessments, and any other data required to ensure a fair and effective selection process.

Process

Automated Decision Making

Our recruitment processes are not based solely on automated decision-making. Smart Recruiters uses matching algorithms which provide candidate scores to support decision making around which candidates are potential good fits to move forward in the hiring process as well as the ability to discover otherwise hidden talent. The Smart Assistant has two main components – match score and discovery.

· We may conduct pre-screens or assessments to ascertain your fitment for a particular role including but not limited to MatchScore pre-screens, sova assessments and scores each candidate based on their fit for the job. It's not meant to make decisions for the Talent

Acquisition team, but it'll help them restack the list of applicants to highlight candidates who are the best fit.

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Recruitment Process

As part of our Recruitment and Selection process, we apply our recruitment technology to compare your application information to the job advertisement that has been applied to and scores that application (referred to as a 'Match Score'). This assessment is based on experience, skills (including languages) education and location. The recruitment technology reviews the job description to look at key things like job title, required years of experience, skills and education to produce a set of criteria for the job. This criteria is then compared against your application to assess how well your application matches up to this criteria. If you were to apply for more than one role then multiple Match Scores will be provided. If you are unsuccessful in your job application, when a role is added into the recruitment technology, it will assess all profiles to see if there is a good match using artificial intelligence. This would include processing your personal data if you have been unsuccessful in your original application for a role in Experian. Should you not wish for this additional processing to take place, please contact the Talent Acquisition team and your details will be removed from our recruitment process. It is important to stress that no decisions are made purely on the Match Score and every candidate application can be reviewed by a member of the Talent Acquisition Team. The reason we use this software is to give every applicant a fair chance of being reviewed for suitable vacancies we have as a Company.

Sharing Your Data

Your information will be shared internally or externally (with our service providers) for the purposes of the recruitment process and any assessments. This includes members of the HR and Talent Acquisition Team, interviewers involved in the recruitment and selection process, managers in the business area with the vacancy and anyone else if access to the data is necessary for the performance of their roles.

If you are successful, we will also obtain pre-employment references from former employers and educational establishments, and obtain necessary criminal records checks with your consent. Above only when required under our vetting process and we will process this data only when it is allowed by local laws.

We will transfer your details outside of the country where it was collected as some of our systems or systems / applications of our service providers may be held outside of India. Where this is the case, we take appropriate steps to ensure that your data is managed in

line with our Global Information Security Policy requirements and with the appropriate safeguards set in the applicable privacy laws/regulations.

Compliance with Security Standards

We follow the reasonable security standard practices and procedures as prescribed by the local laws. These measures ensure that the personal data of Data Principal/data subject/Applicant is protected against unauthorized access, disclosure, alteration or destruction.

Experian's Contact Information

If you have any questions or concerns about our privacy practices, or if you would like to exercise your rights regarding your personal data, or register any grievance, please contact using the details below:

Website – Experian: Credit Report, FICO® Score & Financial Tools
Registered:
Mumbai: 5th Floor, East Wing, Equinox Business Park, LBS Marg, Kurla West, Mumbai- 400070, India
Hyderabad: Experian Services India Pvt. Ltd.4th Floor, Tower, Phoenix Equinox Hyderabad, Telangana – 500032
Please send a mail to Indiahr@experian.com & gic.hrhyd@experian.com to register a grievance.

Appendix A – Document Management

Document ID Number	EXPERIAN-IND-001
Policy Type:	Country (India)
Parent Policy:	Not Applicable
Target Audience:	Applicant and Candidate Privacy Policy
Executive Policy Owner:	Legal & Human Resources
Governance Head:	Head Of Legal / HR Director
Committee Endorsement:	RMC / Board of Directors
Approval Frequency:	The policy would be reviewed and amended on an annual basis or as and when the need arises.
Effective Date:	September 2025

Last Date Approved: **September 2025**

Version	Effective Date	Approval Date	Author	Approved by	Revision
1	September 2025	September 2025	HR & Legal	Board of Directors	