

# SHELL TALENT COMMUNITY

## DATA PROTECTION POLICY

### **We respect the right to your privacy.**

Please read this Privacy Policy carefully so that you can understand how we collect, use and disclose the personal information that you provide to us. By submitting your personal data to us, you will be treated as having given your permission – where necessary and appropriate – for disclosures referred to in this policy. *If you do not agree with the terms and conditions of this Privacy Policy, you will not be able to access and use this Website and any content, services or products contained in or available from this Website for which you need to provide personal information.*

### **What does this Privacy Policy cover?**

This privacy policy is to inform you regarding the use of your personal information which is collected during your visit to Shell Talent Community.

### **Who is responsible for the personal information collected on this Website?**

Your personal data is controlled ultimately by Shell International B.V., a company registered in The Netherlands. In order to process the personal data provided and otherwise for the purposes indicated your personal data may be disclosed to other Shell Group companies and to third party organisations providing administration or other services to the relevant Shell company. The “Shell Group” of companies or “Shell” means Royal Dutch Shell plc and any of its affiliates and subsidiaries, and any of their affiliates, subsidiaries and partnerships.

### **Information collection and use**

The personal data you provide will be used to create an online talent community for recruitment and potential employment purposes. Specifically, your personal data will be held and processed for the purpose of relationship management, communication, registration, application and the selection process of the Shell Group worldwide and in connection with any subsequent employment or placement, unless otherwise indicated. After completion of the registration process your data may be held and processed for future vacancies (where permitted by local legislation) such as, but not limited to, identifying you as a potential candidate for future suitable vacancies and/or to inform you of future suitable vacancies, unless otherwise indicated.

Your data will be stored and used in the European Economic Area (EEA) and may be accessible to relevant individuals in North America, South America, Australia and Asia, where it would be subject to the laws of those countries. The Shell Group will ensure that your personal data is protected in accordance with

the applicable Dutch Personal Data Protection Act and the EU Directive 94/46 and other applicable Data Protection Legislation. This will also be the case when data is transferred to countries outside of the European Economic Area (EEA) providing a different level of (legal) protection from that offered in the EEA or do not have laws to protect personal data. This is the case where the Shell Group uses external service providers for hosting data.

### **By submitting your personal data you:**

1. Declare that you have read, understood and accepted the statements set out in this data protection form;
2. Declare that the information given in this form is complete and true;
3. Are giving your consent to the processing of the information contained in this registration, which may in some countries include ethnic, racial and health data, or subsequent applications, and any other personal data you may provide separately in the manner and to the extent described in this form; and
4. Consent to the transfer of your data between the Shell Group of companies and/or to the processing of your data by external third parties on behalf of a Shell entity in the manner and to the extent described in this form, irrespective of their location.

For the purposes described above, the Shell Group will retain your personal data for a period of three years. By submitting your registration you consent to the retention of your data. The Shell Group may ask you for your consent again for a prolongation of the relevant retention period. Candidates are encouraged to update their data when appropriate. Objections to the retention of personal data can be sent to your regional Shell support team.

### **E-mail, Feedback and Forum Facilities**

If at any time this Website offers any e-mail, feedback or forum facilities, we may collect the information, which you disclose. Such information will be used in accordance with this Privacy Policy.

### **Contact**

For more information about the use of your personal data or our Privacy Policy, please [contact](#) us. For information about countries to which your application and other personal data you have supplied have been transferred, please [contact](#) us. Thank you for your interest in the Royal Dutch/Shell Group of Companies. In Shell we have a diverse mix of men and women of over 100 different nationalities and ethnic groups, orientations, backgrounds and cultures. We value this diversity and continuously encourage the very best candidates world-wide to apply to Shell. Shell is an Equal Opportunity Employer.