

Privacy Notice for Potential Recruits in America

Please read this privacy notice carefully as it sets out how Arup Group Limited and its group companies (“**Arup**”) use your personal information when you apply for a job with us. If you have any questions about this privacy notice or do not agree with it, please contact us at dpo@arup.com or write to us at 13 Fitzroy Street, London, UK, W1T 4BQ. To find out how Arup uses your personal data more generally if you visit our website, please see our [website privacy notice](#).

When you apply for a job

You can look at our recruitment section of our website and search for jobs without giving us any personal information about yourself, although please note that we do use cookies on our website that gather certain data (e.g. what pages were viewed) when you browse our website (see our [cookies](#) policy for further information).

In completing our job application form or submitting your CV to us, you will need to give us personal information about yourself. This information may include the following:

- name;
- address (including post code);
- telephone number;
- email address;
- employment history;
- qualifications; and
- diversity information to monitor equal opportunities within our business (although providing this information is not mandatory, and if you choose to provide it to us we will anonymise it).

Uses of personal data

We will use your personal data for the following purposes only:

- to assess your suitability for employment by us and in any subsequent interviewing process. Copies of the information you submit and any further correspondence will be retained in

order to progress your job application and as a record of our employment and fair access processes; and

- to send you alerts of current vacancies, but you can choose not to receive these by logging into your profile and clicking the ‘unsubscribe’ button, or by emailing us at dpo@arup.com.

We may use email or telephone to contact you to discuss your application and if you are successful in your application, we may request from you two references and their contact information (including name, address and contact number). We will contact your referees to obtain references about you, but we will only do this with your prior permission and in accordance with any requirements under applicable law.

Please note that for some jobs, where permitted under applicable law, we may need you to undergo a criminal records check as certain jobs may require accessing high security areas as part of your role for example. However, we will only ask you to undergo this process at the final stage of the application process. We will not ask you to undergo a criminal records check in jurisdictions where it is prohibited by applicable law.

Third party access

When you apply for a job with Arup the application will be processed by the Arup recruiting team situated in the country in which you are applying to work, your details will also be accessible to recruiting teams in other Arup locations.

We also engage third party agencies to aid the recruitment process. Your CV and other details will be shared with us by our nominated agency in the country in which you are applying to work. We will process any personal information about you that we receive from the recruitment agency in accordance with this privacy notice and applicable law. For information about how the agency handles your personal information, please ask to see its privacy notice.

Due to the global nature of Arup, it may be necessary to send your personal information to countries which have a different standard of data protection than the country in which you are situated. We have put in place protections to require that your information is safeguarded.

Retention of data

We take all reasonable steps to retain personal information only for as long as we need to process your job application. We may however retain your details after a decision has been reached regarding your suitability for current jobs in case alternative vacancies may become available in the future, but we will only do so for a maximum of 2 years or such longer period as may be required by law, unless you have asked for your profile to be deleted from our systems. If you no longer wish us to store your personal information, you can contact us at dpo@arup.com, and we will delete it from our systems except to the extent that we need to continue to hold some information for a specified period of time for legal or regulatory purposes.

If you believe that any of the information held by us about you is incorrect, or you would like a copy of the personal information that we hold about you, please contact us at dpo@arup.com or write to us at 13 Fitzroy Street, London, UK, W1T 4BQ.

If you wish to withdraw an application for a specific role, please access your candidate profile and follow the relevant steps. This will not delete your personal information just the specific application. Contact us at dpo@arup.com and we will delete it from our systems unless we are required to continue to hold some details about you after your relationship with us has ended, for example for legal and regulatory purposes.

Security

While we endeavour to protect the security and integrity of personal data you provide to us when applying for a job, due to the inherent nature of the Internet as an open global communications vehicle, we cannot guarantee that any information, during transmission through the Internet or while stored on our system or otherwise in our care, will be absolutely safe from intrusion by others, such as hackers.

If you correspond with us by e-mail, or using Web forms like a “contact us” feature on our website, you should be aware that your transmission might not be secure. A third party could view the information you send in transit by such means. To the fullest extent permitted by law, we will have no liability for disclosure of your information due to errors or unauthorized acts of third parties during or after transmission.

If we believe that the security of your personal data in our care may have been compromised, we may seek to notify you of that development. If a notification is appropriate, we will

endeavour to notify you as promptly as possible under the circumstances. If we have your e-mail address, we may notify you by e-mail. You consent to our use of e-mail as a means of such notification. If you prefer for us to use the U.S. Postal Service to notify you in this situation, please e-mail us at dpo@arup.com.