

Global Privacy Policy - WCN Recruitment Site

(Local privacy policies at the bottom of the page)

You are about to log in to the BNP Paribas Asia Pacific Graduate Recruitment website, in order to:

- familiarize yourself with the various positions vacant within the BNP Paribas Group throughout the Asia Pacific;
- respond to a vacancy published on the Asia Pacific Graduate Recruitment website;

You must complete the online questionnaire and send us your CV to allow us to examine your application. Only those fields marked with an asterisk (*) are compulsory. Those not marked with an asterisk are optional. Any personal details you provide are processed by BNP Paribas Group in connection with managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate. As the controller responsible for processing, BNP Paribas guarantees the confidentiality and security of personal details processed and gathered on this site, in accordance with all privacy regulations in effect.

Access to the central database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies in Asia Pacific and internationally and/or within the companies to whom the recruitment activities may have been outsourced. Your details may also be transferred to the staff member who posted the vacancy you applied to fill.

To the extent that we sub-contract or delegate functions and activities to other BNP Paribas Group entities (including other branches of BNP Paribas) and to other external service providers/vendors, your personal details may be disclosed to such parties. These parties may be located in jurisdictions within or outside of the Asian Pacific region. In such circumstances, we will take all steps reasonably necessary to ensure that the overseas recipient does not breach applicable privacy legislation. We will prohibit such parties from using your personal details except for the specific purpose(s) for which we supply it. We will also ensure that appropriate data handling and security arrangements are in place.

Your personal details may give rise to an entitlement of access, rectification and removal rights, in accordance with current regulations, when you log in to your applicant space.

Privacy Policy Statement for applications to BNP Paribas Australia

You are about to log in to the BNP Paribas Asia Pacific Graduate Recruitment website, in order to:

- familiarize yourself with the various positions vacant within the BNP Paribas Group throughout the Asia Pacific;
- respond to a vacancy published on the Asia Pacific Graduate Recruitment website;

You must complete the online questionnaire and send us your CV to allow us to examine your application. The type of information that we collect from you may include your name and address, telephone number(s), email and other electronic addresses, occupation, and details about your employment history. Only those fields marked with an asterisk (*) are compulsory. Those not marked with an asterisk are optional. Any personal details you provide are collected, processed and held by BNP Paribas Group in connection with responding to recruitment for specific roles, managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate. As the controller responsible for processing, BNP Paribas guarantees the confidentiality and security of personal details processed and gathered on this site, in accordance with all privacy laws and regulations in effect. If you provide incomplete information, we may not be able to consider you for roles advertised with BNP Paribas.

Access to the central database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies in Asia Pacific and internationally and/or within the companies to whom the recruitment activities may have been outsourced. Your personal details may also be transferred to the staff member who posted the vacancy you applied to fill.

Your personal details may give rise to an entitlement of access, rectification and removal rights, in accordance with current regulations, when you log in to your applicant space. To access your personal details or to request the correction or removal of your personal details or to make a complaint with regards to the privacy of your personal information, then please contact the Privacy Officer using the contact details below. If you have a complaint, we will respond to your complaint as soon as possible, but in any event within 5 working days, to let you know who is dealing with your complain. We will endeavour to ensure that the complaint is properly considered and dealt with within 45 working days of receipt thereof.

Privacy Officer Contact Details – BNP Paribas, Sydney Branch:

Phone: +61 (2) 9619 6351

Fax: +61 (2) 9619 6957

Mail: Attn: Privacy Officer (Head of Country Compliance)

BNP Paribas, Sydney Branch

Level 6, 60 Castlereagh St,

Sydney NSW 2000

Australia.

Privacy Policy Statement for applications to BNP Paribas China

You are about to log in to the BNP Paribas Asia Pacific Graduate Recruitment website, in order to:

- familiarize yourself with the various positions vacant within the BNP Paribas Group throughout the Asia Pacific;
- respond to a vacancy published on the Asia Pacific Graduate Recruitment website;

You must complete the online questionnaire and send us your CV to allow us to examine your application. Only those fields marked with an asterisk (*) are compulsory. Those not marked with an asterisk are optional.

Any personal details you provide are only used by BNP Paribas Group in connection with managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate.

Access to the central database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies in Asia Pacific and internationally. Your details may also be transferred to the staff member who posted the vacancy you applied to fill.

As the party responsible for processing, BNP Paribas guarantees the confidentiality and security of personal details processed and gathered on this site, in accordance with the regulations in effect.

Your personal details may give rise to an entitlement of access, rectification and removal rights, in accordance with current regulations, when you log in to your applicant space.

Notwithstanding any of the above mentioned provisions, you agree that your personal details may be disclosed to any governmental or regulatory agencies or authorities, or any judicial body, courts and tribunals or any other authorities of whatever nature (in each case whether within or outside the location of the position you are applying to).

Privacy Policy Statement for applications to BNP Paribas Korea

For collection and use of your personal information or the provision to a third party to process the hiring procedures including interview, BNP Paribas Seoul Branch/ BNP Paribas Securities Korea (hereafter “the Company”) should obtain your consent in accordance with Personal Information Protection Act and Act on Use and Protection of Credit Information as below.

1. Collection and Use of Personal Information	
Purpose of Collection & Use	<ul style="list-style-type: none">• To process hiring procedures and decide employment (e.g. interview, check/inquiry and verification of work experience and qualification, etc.)• To process civil petition, resolve dispute and fulfil legal obligations
Items of Personal Information being Collected	[Mandatory Information] <ul style="list-style-type: none">• Personal identification information - Unique identification information such as name, resident registration number and foreigner registration number, nationality, and contact information such as address, email address and telephone number <ul style="list-style-type: none">• Work experience & qualification, reward & punishment/ disciplinary action in previous employer, work-related misconduct, and wage information in previous employer [Selective Information]

	<ul style="list-style-type: none"> • Other information than mandatory information such as identification information provided in job application form e.g. family information (name, relationship and occupation of family members), household information, marriage status, and medical history [Sensitive Information] • Health-related information
Period of Holding and Use of Personal Information	The personal information listed above shall be held and used for the above purposes from the date of consent until the finalization of hiring decision. However, after the period of time mentioned above or when an applicant rejects to enter contract of employment, it shall be held and used for limited purpose of civil petition handling, dispute resolution and fulfillment of legal obligations.
Right to Reject Consent and Disadvantages following Rejection of Consent	Consent to the collection and use of the above ‘Mandatory information’ is necessary for hiring process. Therefore, only if you consent to the above matters, employment relationship can be established. You may reject consent to the collection and use of ‘Selective and Sensitive information; provided, however, you may be subject to disadvantage whereby relevant matters are not processed.
2. Providing of Personal Information to 3rd Parties	
3rd Parties to whom Personal Information may be provided	<ul style="list-style-type: none"> • BNP Paribas entities: BNP Paribas headquarter and branches (Hong Kong, Singapore etc.) • Central and Provincial governments (related to legal obligations: National Tax Service (Tax Office), Ministry of Employment and Labor, competent local autonomous entity, the Board of Audit and Inspection of Korea, supervisory authorities (Financial Supervisory Service, Financial Services Commission), Korea Financial Investment Association, Health Insurance Corporation, National Pension Service, Korea Worker’s Compensation and Welfare Service, Korea Employment Agency for the Disabled, and Ministry of Patriots and Veterans Affairs, etc. • Designated agency by the Company for career and identity check
Purpose of Use for 3rd Parties	<ul style="list-style-type: none"> • BNP Paribas entities: Decision of hiring & establishment of employment contract • Provision to agency/other 3rd parties: Conduct of assigned works for process and management of hiring procedures
Items of Personal Information being Collected	<ul style="list-style-type: none"> • BNP Paribas entities: Personal identification information, selective information and if agreed, • sensitive information • Agency/other 3rd parties: limited to the information with consent for use and collection to achieve assigned works. <p>※ Personal Information already collected prior to this consent is also included.</p>
Changes	In case there is any change in the above listed items such as 3rd parties to whom personal information may be provided, purpose of use, kinds of personal information to be provided, the Company will announce the change through proper channels e.g. email.
Period of Holding & Use of Personal Information of the 3rd parties	The above personal information shall be held and used for the aforementioned purposes from the time of your consent for collection and use until the decision on your hiring. However, after the period of time or when a candidate rejects to enter contract of employment, the personal information shall be held and used only to the extent necessary for civil petition handling, dispute resolution and fulfillment of legal obligations.
Right to Reject	Consent to provision of the above ‘Mandatory information’ to 3rd parties is

Consent and Disadvantages following Rejection of Consent	necessary to enter into and perform contract agreements. Therefore, only if you consent to the above, hiring can be processed and employment relationship can be established. You may refuse provision of ‘Selective and Sensitive information; provided, however, you may be subject to disadvantage whereby relevant matters are not processed.
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Privacy Policy Statement for applications to BNP Paribas Hong Kong

In the event of any inconsistency or contradiction between the terms of this Privacy Policy Statement and the Global Privacy Policy – WCN Recruitment Site, this privacy policy statement shall prevail to the extent of such inconsistency or contradiction.

You are about to log in to the BNP Paribas Asia Pacific Graduate Recruitment website, in order to:

- familiarize yourself with the various positions vacant within the BNP Paribas Group throughout the Asia Pacific;
- respond to a vacancy published on the Asia Pacific Graduate Recruitment website;

Any personal data you provide (including name and other personal details, contact details, work experience, employment history and education) will be used by the BNP Paribas Group in connection with recruitment for vacant positions, managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate. Access to the database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies in Asia Pacific and internationally. Third party service providers (and their sub-contractors) appointed by BNP Paribas to provide recruitment services may also access the database for recruitment purposes only. Your details may also be transferred to the staff member who posted the vacancy you applied to fill.

Personal Information Collection Statement for applications to BNP Paribas in Hong Kong

The personal data collected in this electronic application form will be used by BNP Paribas for the following purposes (collectively the “Purpose”):

- consideration of employment,
- to contact you,
- to assess your suitability to assume the job duties of the position for which you have applied,
- to determine preliminary remuneration and benefits package to be discussed with you subject to selection for the position, and
- to comply with applicable legal requirements and BNP Paribas policies.

Personal data marked with (*) on the application form are regarded as mandatory for selection purposes. Failure to provide these data may influence the processing and outcome of your application.

By your use of and access to this website, you hereby consent and authorise BNP Paribas and its officers, employees, agents, contractors and service providers to collect, use, disclose and/or process your personal details submitted through this website for the purposes and to the persons and/or entities stated in the “Global Privacy Policy – WCN Recruitment Site”, the “BNP Paribas Hong Kong branch Personal Data Privacy Policy Statement” and in this “Privacy Policy Statement for applications to BNP Paribas in Hong Kong”. Your

personal data may also be disclosed to BNP Paribas affiliates, third party providers and/or sub-contractors who may be within or outside of Hong Kong.

It is our policy to retain the personal data of unsuccessful applicants for future recruitment purposes for a period of one year. When there are vacancies with BNP Paribas Group companies in Asia Pacific and internationally during that period, you agree that we may transfer your application to them for the Purpose. In addition, you agree that we may also transfer your personal data and your application to any agent, contractor or third party service provider (including WCN) who provides administrative, telecommunications, computer or recruitment services to BNP Paribas for the Purpose or for other purposes relating to or incidental to the Purpose. The foregoing companies, agents, contracts and third party service providers who may receive your personal data may be within or outside Hong Kong.

Under the Personal Data (Privacy) Ordinance, you have a right to request access to, and to request correction of, your personal data in relation to your application by sending your request to our Data Protection Officer (contact details as follows). BNP Paribas may charge a reasonable fee for complying with such requests.

The Data Protection Officer
BNP Paribas
63/F Two International Finance Centre,
8 Finance Street, Hong Kong
Telephone: 2909 8888
Fax: 2970 1041

You will also have access to your profile to correct information that you no longer wish to disclose. You may correct your information by accessing your candidate profile on this electronic application platform.

Your consent, authorisation and agreement herein shall be in addition to any other authorisation and consent to disclosure which you have given or may hereafter give to BNP Paribas or any other member of the BNP Paribas Group.

For more information on how BNP Paribas in Hong Kong collects, uses and processes personal data, please see our **Personal Data Privacy Policy Statement** (<http://cdn-pays.bnpparibas.com/wp-content/blogs.dir/70/files/2011/11/Privacy-Policy-Statement-February-2013.pdf>).

Privacy Policy Statement for applications to BNP Paribas Japan

In the event of any inconsistency or contradiction between the terms of this Privacy Policy Statement and the Global Privacy Policy – WCN Recruitment Site, this privacy policy statement shall prevail to the extent of such inconsistency or contradiction.

You are about to log in to BNP Paribas Asia Pacific Graduate Recruitment website recruitment site, in order to:

- familiarize yourself with the various positions vacant within the BNP Paribas Group throughout the Asia Pacific world;
 - respond to a vacancy published on the Asia Pacific Graduate Recruitment websitebnpparibas.com site;
- Any personal data you provide (including name and other personal details, contact details, work experience, employment history and education) will be used by the BNP Paribas Group in connection with recruitment for vacant positions, managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate. Access to the database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies inAsia Pacific and internationally. Third party service providers (and their sub-

contractors) appointed by BNP Paribas to provide recruitment services may also access the database for recruitment purposes only. Your details may also be transferred to the staff member who posted the vacancy you applied to fill.

Personal Information Collection Statement for applications to BNP Paribas in Japan

The personal data collected in this electronic application form will be used by BNP Paribas for the following purposes (collectively the "Purpose"):

- consideration of employment,
- to contact you,
- to assess your suitability to assume the job duties of the position for which you have applied,
- to determine preliminary remuneration and benefits package to be discussed with you subject to selection for the position, and
- to comply with applicable legal requirements and BNP Paribas policies.

Personal data marked with (*) on the application form are regarded as mandatory for selection purposes. Failure to provide these data may influence the processing and outcome of your application.

By your use of and access to this website, you hereby consent and authorise BNP Paribas and its officers, employees, agents, contractors and service providers to collect, use, disclose and/or process your personal details submitted through this website for the purposes and to the persons and/or entities stated in the "Global Privacy Policy – WCN Recruitment Site", the "BNP Paribas Japan Employees Personal Information Protection Rules" and in this "Privacy Policy Statement for applications to BNP Paribas in Japan". Your personal data may also be disclosed to BNP Paribas affiliates, third party providers and/or sub-contractors who may be within or outside of Japan.

It is our policy to retain the personal data of unsuccessful applicants for future recruitment purposes for a period of one year. When there are vacancies with BNP Paribas Group companies in Asia Pacific and internationally during that period, you agree that we may transfer your application to them for the Purpose. In addition, you agree that we may also transfer your personal data and your application to any agent, contractor or third party service provider (including WCN) who provides administrative, telecommunications, computer or recruitment services to BNP Paribas for the Purpose or for other purposes relating to or incidental to the Purpose. The foregoing companies, agents, contracts and third party service providers who may receive your personal data may be within or outside Japan.

Under the Personal Data (Privacy) Ordinance, you have a right to request access to, and to request correction of, your personal data in relation to your application by sending your request to Employees Personal Information Officer. "Employees Personal Information Officer" means a person who is head of the human resources department of the Company (the "Human Resources Department") or head of internal divisions of the Human Resources Department and has general responsibility and authority regarding management of Employees Personal Information.. BNP Paribas may charge a reasonable fee for complying with such requests. You will also have access to your profile to correct information that you no longer wish to disclose. You may correct your information by accessing your candidate profile on this electronic application platform.

Your consent, authorisation and agreement herein shall be in addition to any other authorisation and consent to disclosure which you have given or may hereafter give to BNP Paribas or any other member of the BNP Paribas Group.

For more information on how BNP Paribas in Japan collects, uses and processes personal data, please see the following link for **Employees Personal Information Protection Rules**.

BNP Paribas, Tokyo Branch

(Japanese) http://cdn-pays.bnpparibas.com/wp-content/blogs.dir/130/files/2016/03/OPI_2005-09_EPIP_Rules_J_BNPPB_05012011.pdf

(English) http://cdn-pays.bnpparibas.com/wp-content/blogs.dir/126/files/2016/03/OPI_2005-09_EPIP_Rules_E_BNPPB_05012011.pdf

BNP Paribas Securities (Japan) Limited
(Japanese) http://cdn-pays.bnpparibas.com/wp-content/blogs.dir/130/files/2016/03/EPIP_Rules_J_BNPPK_05012011.pdf
(English) http://cdn-pays.bnpparibas.com/wp-content/blogs.dir/126/files/2016/03/EPIP_Rules_E_BNPPK_05012011.pdf

Privacy Policy Statement for applications to BNP Paribas in Singapore

In the event of any inconsistency or contradiction between the terms of this Privacy Policy Statement and the Global Privacy Policy – WCN Recruitment Site, this privacy policy statement shall prevail to the extent of such inconsistency or contradiction.

Any Personal Data you provide (including name and other personal details, contact details, work experience, employment history and education) will be used by BNP Paribas Group in connection with recruitment for vacant positions, managing and organizing recruitment campaigns, as well as undertaking surveys or polls, where appropriate. Access to the database is strictly reserved for staff in charge of recruitment within the BNP Paribas Group companies in Asia Pacific and internationally. Third party service providers (and their sub-contractors) appointed by BNP Paribas to provide recruitment services may also access the database for recruitment purposes only. The Personal Data may also be transferred to the staff member who posted the vacancy to be filled.

Further, you understand that we are required to put in place the necessary arrangements to comply with the requirements of the Personal Data Protection Act 2012 of Singapore (“PDPA”), to protect personal data.

Accordingly, you represent, undertake and warrant to us, as well as our representatives and/or agents of the Bank (collectively referred to as the “Bank”) that:

(a) in respect of any Personal Data that you disclose to the Bank herein, you would have prior to disclosing such Personal Data to the Bank obtained the appropriate consent from the individuals whose Personal Data are being disclosed, to :

(i) permit you to disclose the individuals’ Personal Data to the Bank for or in connection with the Purpose (as defined below); and/or

(ii) permit us and our related corporations (in Singapore and/or elsewhere) to collect, use, disclose, share and/or Process (through authorised service providers, relevant third parties or otherwise) the individuals’ Personal Data for or in connection with the Purpose;

(b) any Personal Data that you disclose to the Bank are accurate;

(c) should you become aware that any such Personal Data has been updated and/or changed after such disclosure to you, you shall give the Bank notice in writing as soon as reasonably practicable thereafter;

(d) should you become aware that any individual whose Personal Data you have disclosed to the Bank has withdrawn his consent as referred to in Clause (a) above, you shall give the Bank notice in writing at the contact information set out below as soon as reasonably practicable thereafter. Without prejudice to our other

rights under law and/or the agreement(s) between you and the Bank, upon the receipt by the Bank of the said notification, you acknowledge that the Bank has the right to discontinue any action linked to such Personal Data. This is without prejudice to the Bank's other rights under law and/or the agreement(s) between you and the Bank; and

(e) you shall from time to time as may be reasonably requested by the Bank, assist us to comply with the PDPA and all subsidiary legislation, guidelines and/or notices related thereto.

Personal Information Collection Statement for applications to BNP Paribas in Singapore

The Personal Data collected in this electronic application form will be used by BNP Paribas for the following purposes (collectively the “**Purpose**”):

- consideration of employment,
- to contact you or the candidate,
- to assess the suitability of the candidate to assume the job duties of the position applied for,
- to determine preliminary remuneration and benefits package to be discussed subject to selection for the position, and
- to comply with applicable legal requirements and BNP Paribas policies.

Personal Data marked with (*) on the application form are regarded as mandatory for selection purposes. Failure to provide these data may influence the processing and outcome of your application.

By your use of and access to this website, you hereby consent and authorise BNP Paribas and its officers, employees, agents, contractors and service providers to collect, use, disclose and/or process the Personal Data submitted through this website for the purposes and to the persons and/or entities stated in the “Global Privacy Policy–WCNRecruitment Site”, the “Data Protection Policy of BNP Paribas in Singapore” and in this “Privacy Policy Statement for applications to BNP Paribas in Singapore”. The Personal Data may also be disclosed to BNP Paribas affiliates, third party providers and/or sub-contractors who may be within or outside of Singapore.

It is our policy to retain the Personal Data of unsuccessful applicants for future recruitment purposes for a period of one year. When there are vacancies with BNP Paribas Group companies in Asia Pacific and internationally during that period, you agree that we may transfer the application to them for the Purpose. In addition, you agree that we may also transfer the Personal Data and the application to any agent, contractor or third party service provider (including WCN) who provides administrative, telecommunications, computer or recruitment services to BNP Paribas for the Purpose or for other purposes relating to or incidental to the Purpose. The foregoing companies, agents, contracts and third party service providers who may receive your personal data may be within or outside Singapore.

You have a right to request access to, and to request correction of, the Personal Data in relation to the application by contacting our Data Protection Officer (contact details below). BNP Paribas may charge a reasonable fee for complying with such requests.

The Data Protection Officer

BNP Paribas

BNP Paribas Singapore Branch – +(65) 6210 1288

BNP Paribas Wealth Management Singapore Branch – +(65) 6210 3888

BNP Paribas Personal Investors Singapore – +(65) 6210 3888

BNP Paribas Securities Services Singapore Branch – +(65) 6210 1288
BNP Paribas Securities (Singapore) Pte Ltd – +(65) 6210 1988
BNP Paribas Investment Partners Singapore Limited – +(65) 6210 1288

You will also have access to the profile to correct information that you no longer wish to disclose.

You may correct any information by accessing the candidate profile on this electronic application platform.

Your consent, authorisation and agreement herein shall be in addition to any other authorisation and consent to disclosure which you (or the candidate as the case may be) have given or may hereafter give to BNP Paribas or any other member of the BNP Paribas Group.

For the purposes of this Privacy Policy Statement,

“**PDPA**” shall mean the Personal Data Protection Act 2012 of Singapore.

“**Personal Data**” shall mean the personal data of any individuals which you may, from time to time, disclose to the Bank in the course of any applications under the WCN Recruitment Site.

“**Processing**” shall have the meaning as defined in the PDPA, and “Process” shall be construed accordingly.

“**Purpose**” is as defined above.

For more information on how BNP Paribas in Singapore collects, uses and processes personal data, please see our **Data Protection Policy** (<http://www.bnpparibas.com.sg/en/legals/data-protection-policy/>)