



Data Privacy Consent Statement

Singtel Group (including NCS and Optus Group) collection statement

By continuing with your application, you give us or third parties engaged by us permission to collect and store your personal information, including sensitive information, and conduct some pre-employment screening checks during our recruitment process. Misrepresentation or omission of facts may result in dismissal and please note some roles will require you to successfully complete a medical exam as a condition of employment.

Information will be protected in accordance with applicable personal information laws, including but not limited to the Singapore Personal Data Protection Act 2012 and Australia's Privacy Act (1988) as amended.

Collection

The Singtel Group collects and uses Personal Information (including Sensitive Information) about you in relation to your application for employment with the Singtel Group or as an independent contractor. Examples of personal information we may collect include your name, address, date of birth, gender, employment history, location and contact details. Examples of Sensitive Information we may collect from you include your criminal, financial and medical history.

To the extent that we collect any Sensitive Information about you we will only use it for the purpose of considering your application for employment.

We will collect most of this information directly from you during the recruitment process. However, Singtel Group recruitment consultants or third parties may collect information about you by conducting a range of pre-employment screening checks including but not limited to:

- Confirmation of education and / or previous employment
- Working Rights status/Visa status for the location of employment
- Reference checks
- Bankruptcy/Credit Check
- Criminal History
- Medical examinations
- Professional memberships
- Directorship search
- Company checks

Use and Disclosure

Your Personal Information is used to assess your suitability for the job(s) you apply for and is stored in electronic format on our database for the purpose of building a talent pool that may be used to identify you as a prospective candidate for future job openings within the Singtel Group based on profile matches and to notify you accordingly.

Your personal Information may also be shared and disclosed across the Singtel Group of companies or with third party organisations locally and in other countries for the purpose of managing your application for employment and / or pre-employment screen checks.

Security

We implement a wide variety of security measures to ensure the security of the personal information we collect.

Access and Correction

You must keep your login and password details private to prevent unauthorised access. At any time, you may login to the career portal to access your account to update your details or resume, make new applications, activate or deactivate your registration for job mail, or to remove your account entirely from our records.

Openness

If you have questions about how your information is handled, please contact the Talent Acquisition Consultant responsible for the position you're applying for.

For applicants for roles within Singtel (Singapore Telecommunications Limited) and NCS (NCS Pte. Ltd.) the full Singtel Privacy Policy can be viewed here <https://www.singtel.com/data-protection>

For applicants for roles within Optus (Optus Administration Pty Ltd) the full Optus privacy policy can be viewed here <http://www.optus.com.au/about/legal/privacy>