

RUE GILT G R O U P E

APPLICANT PRIVACY NOTICE

The purpose of this Privacy Notice (“**Notice**”) is to inform applicants for employment with Rue Gilt Groupe or its subsidiaries (collectively, the “**Company**” or “**we**” or “**us**”) of the categories of personal information we collect and the purposes for which we use such personal information. This notice is intended to comply with all applicable laws, such as the California Consumer Privacy Act. If any provision below conflicts with a legal requirement, then the Company will comply with the applicable law.

1. Collection and Use of Personal Information for Business Purposes

The Company may collect, use, and disclose applicant Personal Information for business purposes only and consistent with applicable laws. Where the Company discloses Personal Information to third parties, it does so for the same business purposes described below and where appropriate, requires that such parties maintain its confidentiality and maintain appropriate systems and processes to ensure its security and protection.

We may collect and use the following categories of Personal Information about you to manage your application for employment:

Category of Personal Information	How we use it
Contact information: such as your name, mailing address, telephone number, and email address.	We will use this information to open and maintain your application record, and communicate with you about your application and opportunities with the Company.
Job-related information and qualifications: such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, financial relationships, compensation and salary information, and any other information you choose to provide in your resumes and/or applications.	We will use this information to assess your personal and professional development, your suitability for open roles, conflict of interest reporting, and to fulfill our obligations to regulators (including demonstrating the suitability of employees for their role).
National identification information: such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.	Where applicable, we will use this information to determine your eligibility to work and fulfill our obligations to relevant government authorities.
Travel-related records: frequent flyer numbers, itineraries, flight, train, rental car, car service, hotel or other similar information.	We will use this information to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency situation.

Category of Personal Information	How we use it
Results of background checks and screening: such as employment verification, education verification, credit, criminal records and driver's license checks.	We will use this to determine your suitability for certain job roles (to the extent permitted or required by law) and determine your eligibility for certain benefits (such as a company car).
References: such as opinions and comments of any previous employers.	We will use this to determine your suitability for certain job roles and to fulfill our obligations to regulators (including demonstrating the suitability of employees for their role to regulators and professional bodies).
Equal opportunities monitoring information: such as your ethnicity, religion, gender and sexual orientation.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.

In addition to the categories of Personal Information above, the Company may collect information regarding how you interact with online recruiting tools and websites, such as site views and navigation and click throughs, which we use to understand and improve our online recruiting.

2. Additional Purposes for Using Personal Information

In addition to the uses set forth above, the Company may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations).
- To establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, violations of company policy or rules, or other misconduct.
- To seek advice from lawyers, auditors and other professional advisers.

3. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact security@ruegiltgroupe.com with the subject line: Data Privacy Request.