



EXPERIAN SOUTH AFRICA PROPRIETARY LIMITED RECRUITMENT PRIVACY NOTICE

At Experian, we respect your right to **privacy** and are committed to being transparent about how we collect, use and protect your Personal Information in order to meet our obligations under the applicable data privacy laws. This privacy notice will provide you with details of the processing activities you can expect from us during our recruitment, selection and onboarding processes. You will also find information relating to your privacy rights and how you can exercise these.

Who is responsible for processing your Personal Information?

Experian South Africa (Pty) Ltd

Dual Head Office:

- 35 Ballyclare Drive, Ballyoaks Office Park, Experian House, Bryanston, Johannesburg
- 3 Neutron Avenue, Techno Park, Stellenbosch

For any enquiries on this Privacy Notice, please contact our privacy office via: informationofficerafrica@experian.com

Which categories of Personal Information do we collect, and why?

Personal Information	Purpose for processing
Your name, address and contact details.	To facilitate the recruitment process.
Details of your qualifications, skills, experiences, employment history and remuneration.	We use this information to manage the recruitment process including assessing your suitability for the role applied for and to facilitate the onboarding of successful candidates.
References from previous employers and educational establishments, results from fraud prevention databases, credit bureaus and records of criminal activity.	This information is processed to meet the requirements of the applicable labour law as transposed into our employment equity and recruitment policy.
Employment equity monitoring including your gender, race, disability.	To comply with our obligations in terms of the employment equity Act and transformation laws. To maintain and promote equality in the workplace if you are successful.



We will only retain your information for as long as necessary to achieve the abovementioned purposes, and any related legal obligation.

Am I obliged to provide this Personal Information?

You are not obliged to provide the information, but failure to do so will negatively affect your recruitment process and may result in your application not being considered.

What is our legal basis for processing Personal Information?

We will process your Personal Information in order to review your job application and decide whether to conclude an employment contract with you following our recruitment process. Should you be the successful applicant, we will process your information in line with our obligations therein.

Who has access to your Personal Information?

Access to your Personal Information will only be granted to individuals who will participate in the recruitment process. This includes members of the Human Resources Team, interview panellists, and other colleagues if necessary.

If you are successful, we may share your Information with third parties in order to conduct pre-employment checks which includes fraud prevention, employment background checks and the necessary criminal records checks as required under our recruitment policy.

We may transfer your information outside of South Africa and provide access to other Experian entities, who perform centralised functions from a Global perspective.

Your Rights

You have certain rights in relation to your Information which can be exercised under certain circumstances, including the right to request confirmation / details of the information we hold about you, the right to request corrections of incorrect information, the right to object to our processing or to request deletion.

If you would like to exercise any of these rights, please contact our Privacy office on the email address below.



Do you have queries or complaints?

You may raise any concerns or complaints in the first instance by contacting us via informationofficerafrica@experian.com. Our dedicated Privacy team is available to assist you.

For access to our comprehensive privacy notice detailing all the processing activities you can expect, please visit the [Experian Privacy Policy](#).