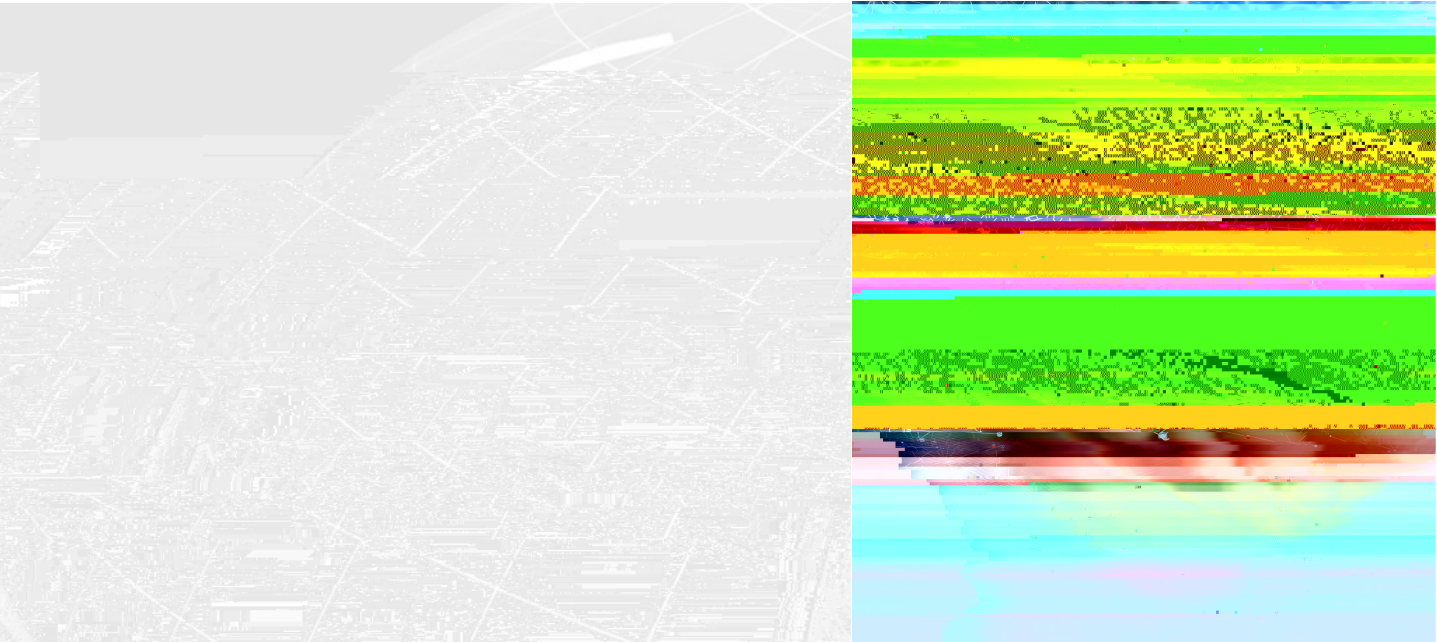




Recruitment Privacy Notice

Rev. A
April, 2019





1. About Us

Jacobs Engineering Group Inc. and its global subsidiaries and affiliates (“Jacobs”) respect the relevant legal privacy rights of visitors to its recruitment site. Jacobs is the controller for the purposes of this privacy notice.

This recruitment site is intended to be used only by individuals who wish to apply for employment with Jacobs.

In collecting, using, or disclosing personal data about potential employees, Jacobs will adhere to the obligations set out in this notice and applicable local lotg 803-9.21764(i)4.60882(s)-26.0882(s)p.5215(g)-9.21

- this is necessary for carrying out the obligations and exercising specific rights of Jacobs or yourself related to employment and social security and social protection law or a collective agreement;
- this concerns personal data you have manifestly made public;
- this is necessary for the establishment, exercise or defense of legal claims; or
- where you have given express consent. (once given consent may be withdrawn at any time. Withdrawal of consent does not affect the legitimacy of data processed until that date).

When you otherwise provide your personal data to Jacobs as part of using this recruitment site, you are consenting to the collection, use, or disclosure of your personal data for the purposes described in this notice. In the event that Jacobs decides to use your personal data in a way, or for a purpose which is incompatible with this notice, we will give you an opportunity to consent to the new use. If you choose to opt-out of the new use, and not permitting the new use may result in an adverse consequence for you, we will notify you of this fact and the nature of the consequence at that time. Regardless, Jacobs reserves the right to disclose your personal data without your consent where permitted under applicable law.

5. Sharing of Personal Data

5.1 Within Jacobs

Your personal data may be shared within Jacobs and the Jacobs Group, for example with members of the relevant HR, recruitment and assessment teams, managers in the business area in which you are applying for work and Legal, IT and cybersecurity staff if access to the data is necessary for performance of their roles.

Because Jacobs operates globally with locations in many different countries, we may transfer your information from one legal entity to another or from one country to another in order to accomplish purposes listed in this notice. We will transfer your personal data in a manner that is consistent with applicable legal requirements.

Where applicable with regard to EU Applicants, Jacobs uses the European Union adequacy method of model contract clauses.

5.2 With Third Parties

Jacobs share your personal data outside Jacobs to:

- service providers Jacobs has retained to perform services on its behalf, for example companies who provide video assessment services, suppliersp

Recruitment Privacy Notice

- prevent physical harm or financial loss; or
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9. Data Retention

Jacobs retains personal data as is necessary to fulfill the purposes described in this notice. Your personal data will be retained so as to consider you for

