



JOB APPLICANT PRIVACY NOTICE

In connection to your application for a position within SiriusPoint you have been requested to provide us with your personal data, either directly to us or through a third party recruitment agency that we have engaged for the recruitment of a specific position.

This notice will inform you about the processing SiriusPoint undertakes with your personal data during your application.

When you share your personal data with us through recruitment and assessment agencies, we will instruct our recruitment agencies to inform you of this privacy notice and how to get access to it. We will ask these agencies to only use your personal data in the context of the recruitment and selection services for us but we are not responsible for the processing activities that they undertake for their own purposes with your personal data. For these activities, we will ask you to check their privacy notices.

Definitions

"**Personal data**" is defined as any information relating to an identified or identifiable individual.

"**Sensitive Personal Data**" (also known as Special Categories of Personal data) includes for example personal data from which we can determine or infer an individual's racial or ethnic origin, political opinions, religious beliefs or other beliefs of a similar nature, membership of a trade union, physical or mental health or condition or sexual life.

"**Data controller**" Depending on the location of the position you have applied for, *SiriusPoint International Insurance Corporation AB (publ)* (having its Head Office in Stockholm and branch offices in London, Liège and Zürich), *Sirius Rückversicherungs Service GmbH* (in Hamburg) or *Sirius International Managing Agency Ltd* (in London) is the data controller with regard to your personal data, including personal data that we receive from recruitment agencies.

"**SiriusPoint**", "**we**" or "**us**" is referring to the relevant Data Controller as defined above.

What personal data do we process and how is it collected?

The personal data that we receive includes information

- i. that you submit when applying for the position directly with us or via a recruitment firm,
- ii. that we obtain from publicly available sources, such as your profile on LinkedIn,
- iii. that you share during interviews and other communication with us or our recruitment agencies, and
- iv. that is included in the overall assessment/profile made by the recruitment agency, if such an agency is involved.

We may also receive your personal data from former employers, such as references (not applicable for applicants for positions in Germany).

The categories of personal data that we process may include:

Categories of personal data		
Name	Sector of work and category	Language skills
Recruitment profile	Contact details	Years of working experience
Salary expectations	Notes from interview	Results from personality and/or skill tests
Education	Résumés	Work permit details
Communication, such as e-mail, text messages and Inmail on LinkedIn	Academic background	Motivation letter
Nationality	Year of birth	Your degrees
Previous or current employers	Background checks (e.g. social media profiles, credit reports and references) – not applicable for applicants in Germany	Job preferences (e.g. willingness to travel)

As part of the hiring process we may, depending on the position you have applied for, perform personality and skill tests as well as background checks on you in order to further evaluate and validate your application (not applicable for applicants for positions in Germany). If background checks are performed, SiriusPoint will at all times ensure that applicable data privacy laws are complied with.

Our purpose and legal basis for the processing of your personal data

Your personal data will be used to fulfil our legitimate interest of identifying you, communicating with you and evaluating you for an open position and in order to take necessary steps at your request prior to entering into an employment contract with you.

Personal data relating to background checks will only be processed when necessary in order to fulfil legal obligations to which SiriusPoint is subject. If no legal obligation applies, we will ask for your consent for such use of your personal data.

We will ask for your consent in case we would need to process sensitive personal data. If such information is not specifically requested by us in the individual case, we ask you to avoid submitting information which may qualify as sensitive personal data.

If you are hired at SiriusPoint as a result of your application, some of the personal data collected as part of the recruitment process may be transferred to your personnel file as necessary for the performance of the employment contract.

If you were not hired as a result of your application, we can, if you have agreed and given your consent, keep your personal data mentioned above (except notes from interviews and references) for up to one year to evaluate you for other positions which may become vacant within the mentioned time period.

Who has access to your personal data?

Access within SiriusPoint

Only persons who have a specific need to know within the context of their function within SiriusPoint will have access to your personal data. The following functions may be able to access your personal data:

- human resources functions;
- managers responsible for positions for the purposes of evaluation;
- in certain cases, IT-staff may also gain access to your data, but only to the extent necessary to ensure the proper functioning of our IT-systems and organization; and
- the local compliance / regulatory team depending on the nature of the role that has been applied for.

For certain positions we may share your personal data with other entities within the SiriusPoint group located in the US, Canada, Bermuda and Singapore to fulfil our legitimate interest to evaluate and administer your candidacy for SiriusPoint. SiriusPoint has entered into the EU Standard Contract Clauses with the receiving entities to ensure an adequate level of protection for personal data that is shared with them, unless other adequate safe guards are in place.

Data processors acting on behalf of SiriusPoint

SiriusPoint may transfer personal data to external parties, such as vendors and service providers which process personal data under the instructions of SiriusPoint (for example IT-service providers). Where such disclosure entails transfers of personal data outside the EU/EEA, SiriusPoint will enter the EU Standard Contract Clauses with the external party to protect your personal data prior to any transfer, unless other adequate safe guards are in place.

Other recipients

SiriusPoint may share your personal data with courts and outside counsels in case of a dispute in order to exercise, establish or defend legal claims to fulfill our and your legitimate interest to have disputes settled by competent courts.

Documentation of appropriate safe guards to countries outside the EU/EEA area

Upon request you are entitled to receive a copy of any documentation demonstrating that appropriate safeguards have been taken in order to protect your personal data during a transfer outside the EU/EEA.

How long will your personal data be stored?

Your personal data will be retained as long as necessary to achieve the purpose for which it was collected, namely for evaluating your candidacy or as legally required or permitted by applicable law.

We will retain personal data collected from candidates whose applications did not result in an employment only for as long as strictly necessary for the purposes set out above and in accordance with applicable laws. This is normally the maximum statutory period in which a claim arising out of the recruitment process may be brought against us. After this time your information will be deleted, provided that no claim has been raised.

If you are hired at SiriusPoint as a result of your application some of the personal data collected as part of this recruitment process may be transferred to your personnel file and maintained for a longer period.

If you give your consent, we will maintain your personal data for a maximum period of one year or until you withdraw your consent, to evaluate and contact you for other positions which may become vacant within the mentioned time period.

What are your rights?

Under applicable data privacy laws (in some cases subject to certain conditions) you have the right to:

- Access and receive a copy of your personal data.
- Require us to rectify inadequate, incomplete or incorrect personal data.
- Object to certain processing of your personal data.
- Request us to erase your personal data.
- Request us to restrict the processing of your personal data to only comprise storage.
- Withdraw your consent to a specific processing of your personal data, for example for the evaluation of you for other positions which may become vacant.
- Receive a machine-readable copy of personal data that you have provided to SiriusPoint or ask us transfer the data to another data controller (where possible).

Contact Information

If you have any questions or concerns regarding the processing of your personal data or wish to exercise any of your rights under applicable data privacy law or withdraw your consent to data processing, please contact SiriusPoint on the contact details set forth below.

The data controllers for personal data are:

SiriusPoint International Insurance Corporation (publ), reg. no: 516401-8136

Head Office:

Birger Jarlsgatan 57 B
SE-113 96 Stockholm, Sweden
+46 8 4585500

Local branch offices:

UK:

Floor 4, 20 Fenchurch Street
London EC3M 3BY, UK
+44 20 3772 3111

Belgium:

Mont Saint-Martin, 62
BE-4000 Liege, Belgium
+32 4 220 8611

Zürich:

Dreikönigstrasse 12
CH-8002 Zurich, Switzerland
+41 43 443 01 80

Sirius Rückversicherung Service GmbH

Neuer Wall 52
Entrance Bleichenbrücke 1-7
DE-20354 Hamburg, Germany
+49 40 3095 190

Sirius International Managing Agency Ltd

Floor 4, 20 Fenchurch Street
London EC3M 3BY, UK
+44 20 3772 3111

Data Protection Officers:

UK: DPOLondon@siriuspt.com

Other locations: DPOSirius@siriuspt.com

HR Department

For questions about the recruitment process, please contact HR department:

HR@siriuspt.com

Complaints to the supervisory authority

You have the right to lodge complaints pertaining to the processing of your Personal data to the competent data protection authority if so provided under applicable data privacy law.

Here are links to the local authorities at our different locations:

United Kingdom:

<https://ico.org.uk/>

Sweden:

<https://www.datainspektionen.se/>

Belgium:

<https://www.autoriteprotectiondonnees.be/>

<https://www.gegevensbeschermingsautoriteit.be/>

Germany:

https://www.bfdi.bund.de/DE/Home/home_node.html

Switzerland:

<https://www.edoeb.admin.ch/edoeb/en/home.html>