

Applicant and Candidate Privacy Notice

Introduction

Thank you for your interest in working at Arqit. Please read through this policy for more information about:

- What information we collect during our application and recruitment process and why we collect it;
- How we use that information;
- How to access and update that information; and
- How to raise any complaints or concerns.

We are the 'controller' in relation to the information we collect about you under this policy. This means we are responsible for deciding how we hold and use your information. This is subject to any specific rights you may have under applicable law.

The types of information we collect and our lawful basis for doing so

This policy covers the information about you which is acquired by us, our subsidiaries and affiliates during the application or recruitment process, or through student or sector specific recruitment drives.

We collect and process your information where it is necessary in order to take steps, at your request, prior to potentially entering into a contract of employment with you.

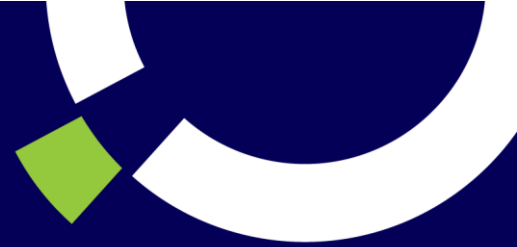
We may also seek your consent to process your personal information in specific circumstances, or process it to comply with a legal obligation or for purposes connected to legal claims. If we use your information to improve our application or recruitment process, we do so on the basis that it is in our legitimate interests to ensure we recruit the best possible candidates.

We may collect this information:

- Directly from you
- Through third party services and business providers, such as our applicant tracking platform, job-boards or other apps that we use to advertise vacancies, or agencies we use to carry out background checks and verifications
- From recruitment agencies
- From referees
- From publicly available sources, including online, that we believe is relevant to your application or a potential future application (e.g. your LinkedIn profile)
- From cookies when you visit our website

Information may include:

- Your name, address, email address, telephone number and other contact information
- Your resume or CV, cover letter, previous and/or relevant work experience or other experience, education, transcripts, or other information you provide to us in support of an application and/or the application and recruitment process
- Information collected during interviews and phone-screenings
- Details of the type of employment you are or may be looking for, current and/or desired salary and other terms relating to compensation and benefits packages, willingness to relocate, or other job preferences
- Details of how you heard about the position you are applying for
- Information uploaded in our applicant tracking platform
- Reference information and/or information received from background checks (where applicable), including information provided by third parties which may include sensitive data



- Information relating to any previous applications you may have made to Arqit and/or any previous employment history with Arqit
- Onsite CCTV footage for in-person interviews
- Information related to any assessment you may take as part of the interview screening process

Sensitive information

We may also collect sensitive or special categories of data about you such as gender, information about your citizenship and/or nationality, political or religious beliefs, medical or health information and/or your racial or ethnic origin. We will only do so as permitted under relevant local laws and, where necessary, with your express consent, which can be withdrawn at any time. See the end of this policy for our contact details.

How we use your information

Your information will be used by us for the purposes of carrying out our application and recruitment process. Usage includes:

- Assessing your skills, qualifications and interests against our career opportunities
- Verifying your information and carrying out reference checks and/or conducting background checks (where applicable) if you are offered a job
- Setting up interviews, appointments, assessments
- If relevant, to reimburse any pre-agreed travel or other expenses
- Communications with you about the recruitment process and/or your application(s), including, in appropriate cases
- Informing you of other potential career opportunities at Arqit;
- Creating and/or submitting reports as required under any local laws and/or regulations, where applicable
- Where requested by you, assisting you with obtaining an immigration visa or work permit where required
- Making improvements to Arqit's application and/or recruitment process
- Proactively conducting research about your educational and professional background and skills and contacting you if we think you would be suitable for a role with us
- We may process information regarding your demographics as described above where we are required to do so to meet our legal and contractual obligations, such as reporting obligations to authorities and third parties and other similar requirements
- Complying with applicable laws, regulations, legal processes or enforceable governmental requests
- We use information about disability to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during a test or interview
- We use information about racial or ethnic origin, religious or philosophical beliefs, disability or sexual orientation to ensure meaningful equal opportunity monitoring and reporting

Criminal convictions

We are a cyber security company and work with multiple government and defence customers. As a result, a specific role may require us to carry out checks on criminal convictions. We have in place an appropriate policy documents and safeguards which we are required by law to maintain when processing such data.

Other uses of your information

We may also use your information to help develop, train, fine-tune, and improve machine learning models and foundational technologies that power any internal or external tools and where it is in our legitimate interests to do so.

We will also use your information to protect the rights and property of Arqit, our users, applicants, candidates, employees or the public as required or permitted by law.

If you are offered and accept employment with Arqit, the information collected during the application and recruitment process will become part of your employment record.

Automated decision-making

We may apply automated decision-making at the initial application stage in very limited circumstances and only to very specific set of criteria essential for a vacancy (such as a specific qualification). You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

Who may have access to your information

Your information may be shared with our affiliates, subsidiaries in the US and UK, in relation to the purposes described above. If you have been referred for a job at Arqit by a current Arqit employee, with your consent, we may inform that employee about the outcome of the process. In some cases, if it is identified that you have attended the same university/school or shared the same previous employer during the same period as a current Arqit employee we may consult with that employee for feedback on you.

Arqit may also use service providers acting on Arqit's behalf to perform some of the services described above including for the purposes of the verification / background checks. These service providers may be located outside the country in which you live or the country where the position you have applied for is located.

Arqit may sometimes be required to disclose your information to external third parties such as to local labour authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process.

We will also share your personal information with other third parties if we have your consent (for example if you have given us permission to contact your referees), or to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of Arqit, our users, applicants, candidates, employees or the public or as otherwise required by law.

It is your responsibility to obtain consent from referees before providing their personal information to Arqit.

Security of your information

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. The collection and handling of any sensitive or special category data will at all times be done in accordance with local laws.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

International transfers from the UK and EU

Arqit operates in UK and US, and any other jurisdictions identified on our website. We also use third party processors and platforms in the EU, which means your information may be stored and processed outside of the country or region where it was originally collected. In some of these countries, you may have fewer rights in respect of your information than you do in your country of residence. Regardless of where your information is processed, we apply the same protections described in this policy. We comply with certain legal frameworks relating to the transfer of data, such as the frameworks described below.

Adequacy Decisions

The United Kingdom (UK) and EU have adopted adequacy mechanisms that has determined certain countries outside of the UK and EEA (as applicable) adequately protect personal data. We rely on these adequacy

mechanisms when transferring personal data from the UK (or EEA, if applicable). More information on the adequacy regulations is available here:

- [UK Adequacy Regulations](#)
- [EC Adequacy Decisions](#)

Standard contractual clauses

The UK has approved the use of [Standard Contractual Clauses](#) (SCCs) as a means of ensuring adequate protection when transferring data outside of the UK where no adequacy decision exists. Similar clauses have also been approved by the European Commission for transfers of data to countries outside the EEA. We rely on SCCs for our data transfers where required and in instances where they are not covered by an adequacy decision.

Our retention of your information

If you apply for a job at Arqit and your application is unsuccessful (or you withdraw from the process or decline our offer), Arqit will retain your information for a period 12 months after your application. We retain this information for various reasons, including to comply with contractual obligations with external recruiters, in case we face a legal challenge in respect of a recruitment decision, to consider you for other current or future jobs at Arqit and to help us better understand, analyse and improve our recruitment processes.

Your rights in respect of your information

In certain countries, you may have certain rights under data protection law. This may include the right to request access or to update or review your information, request that it be deleted or anonymised, or object to or restrict Arqit using it for certain purposes.

Our third-party applicant tracking platform allows you to manage your information, including requesting deletion of your data.

For UK applicants, information about your rights can be found here: [ICO - Data Subject Rights](#)

Questions or complaints

If you have any questions relating to this policy or your information, please contact your Arqit hiring contact. UK applicants can also contact our UK data protection officer at dataprotection@arqit.uk. We will respond to any requests in accordance with applicable law, and so there may be circumstances where we are not able to comply with your request. We may ask that you verify your identity before actioning a request.

Depending on your country of residence, you may be able to raise any questions or concerns you have regarding your personal information with your local data protection authority.

Changes to this Policy

We may change this policy from time to time. We will post any changes to this policy on this page.

Version: 2.0

Last updated: January 2026