

Employer _____ [Insert full legal name and address of the Customer here] (the “Employer”) has asked a third party service provider, First Advantage Enterprise Screening and its affiliates [alternatively, insert the relevant First Advantage entity here] (“First Advantage”), headquartered at 1 Concourse Parkway, NE, Suite 200, Atlanta, GA 30328, to process certain personal data relating to you in connection with your application for employment with the Employer in _____ [insert employer’s / job address country].

This form is intended to describe the personal data First Advantage will process on behalf of the Employer, and to obtain your consent to these activities.

WHAT TYPES OF INFORMATION DOES THIS CONSENT COVER?

First Advantage will process the following types of information relating to your application for employment with the Employer:

- Identification and address information.
- Education and qualifications.
- Past employment and positions held in other Organizations, including fiduciary or Board of Directors responsibilities for a company.
- Professional qualifications, registrations, and sanctions with professional bodies.
- Financial information relating to bankruptcy, financial judgments, litigation.
- Criminal proceedings, convictions, and involvement in litigation, including civil suits where the subject was either a plaintiff or defendant.
- Media information.

If you intend to provide Employer with details of a reference or any other third party as part of your CV/ résumé, it is your responsibility to obtain consent from that third party prior to passing their personal data to Employer.

HOW WILL THE PERSONAL DATA SUBMITTED BE USED?

First Advantage will receive information from the Employer and may use the details you have provided to contact third parties, including persons asked to provide references, for the purposes mentioned below.

First Advantage will verify that the information you have provided in connection with your employment application is accurate and will carry out checks relating to the types of background information checked above.

WHO WILL HAVE ACCESS TO PERSONAL DATA?

This personal data, which is held and collected by First Advantage, will be disclosed by First Advantage to the Employer and, to the extent required for the purposes listed above, to First Advantage’s and First

Advantage's Affiliates' employees and third party service providers of outsourced services, or other agencies/companies who provide services to First Advantage and these Affiliates such as fulfilment vendors and their sub-contractors, and translation service providers who are located worldwide. First Advantage will remain the responsible party for jointly used information.

First Advantage and its Affiliates process background checks in data centres and at other locations in the United States and in various other countries. Processing may include data storage, administrative purposes (creating internal and external reports, invoicing, and trends in data), and operational and/or processing purposes in connection with the preparation of an employment or investigative report to the Employer.

First Advantage and its Affiliates may collect, store, process, disseminate or use your personal data in a manner that causes it to be transferred or accessed from computer systems owned or operated by or on behalf of First Advantage throughout its global network. Your personal data may be transferred to third party references and sources outside your country of current residence, if needed for the purposes of completing the background check to which you are consenting. For example, if the source is located in another country or if you lived in another country, we may transfer your personal data to that source.

As part of these arrangements, your personal data may be transferred to any country where First Advantage has an affiliate and/or service provider (including to the United States) by whatever means seems appropriate, and collected, used, disclosed, transferred and otherwise processed, in accordance with the information set forth on this form, by First Advantage and/or its service providers pursuant to appropriate data processing agreements. Your information may be subject to U.S. or other laws for disclosure. Please note that the laws regarding personal data in some of the jurisdictions involved may be different or less stringent than the laws of the country in which you reside.

For individuals who are located in the European Economic Area or Switzerland, you should be aware that First Advantage abides by the data privacy principles and requirements set forth in the European General Data Protection Act and other applicable data privacy laws and regulations. Where appropriate, First Advantage executes cross-border data transfer agreements with its customers to ensure an adequate level of data protection.

First Advantage will not disclose your personal data to any third party other than as described in this consent. First Advantage will not sell your personal data to any third party.

DATA RETENTION

Applicable laws may require that the Employer and First Advantage retain information pertaining to individuals applying for jobs within a specific country. Personal data of applicants applying for jobs in other parts of the world will be retained in accordance with Indonesia.

SECURITY

First Advantage has taken reasonable organizational, technical, and administrative steps to safeguard the information submitted to it. Any third parties working with First Advantage are required to protect personal data consistently with the terms of First Advantage's policy and requirements.

You understand that electronic communication systems may not provide a secure environment for your communications with First Advantage.

ACCESS

In certain countries, consistent with applicable law, you may have the right to access, correct or object to the information that First Advantage holds about you. You may also have the right to withdraw the consent given in this document at a later stage. For further information and to exercise your rights under applicable laws, please contact your Employer.

The provision of personal data as described in this consent is voluntary.

By signing below, you acknowledge that you have read and understood this form and that you freely agree to First Advantage, Intermediary, and Employer collecting, using, disclosing, transferring and otherwise processing your information as described above:

Full Name (Print): _____

Signature: _____

Date: _____

If the Candidate is under the age of 18 years, please provide consent below from a parent or guardian:

Name of parent/guardian giving consent: _____

Signature: _____

Date (DD/MM/YY) : _____