

Recruitment Privacy Notice - Australia

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1 Introduction

VIMN Australia Pty Limited, Nickelodeon Australia Inc. and Paramount Pictures Australia Pty. (together, “**Viacom**”, “**we**”, “**our**” and “**us**”) are committed to responsible privacy practices and to complying with the Privacy Principles contained in the *Privacy Act 1988* (Cth) (“**Privacy Act**”) to the extent they apply to us.

This Privacy Policy sets out our policies on the management of personal information including how we collect personal information, the purposes for which we use this information, and to whom this information is disclosed.

We may change or update this Recruitment Privacy Notice from time to time. At any time, the latest version of our Recruitment Privacy Notice is available from our website at <https://www.viacom.com/recruitment-privacy-notice-apac/>.

2 What is personal information?

In this Privacy Policy, “personal information” has the meaning set out in the Privacy Act. Essentially, personal information is information or an opinion about an individual who is reasonably identifiable.

3 What types of personal information do we collect?

The types of personal information we collect from you depends on the circumstances in which the information is collected.

We may collect details including:

- your name, date of birth and nationality;
- contact details including your address, email address and phone numbers;
- information regarding the company you are employed at including company/employer name, role in company;
- your sector(s) of interest and locations of interest;
- education and language skills; and
- (if you’re offered a position with us) your bank details.

We may also collect answers you provide to questions we ask, any information posted on our online discussion forum or website and other information provided in relation to your dealings with us.

We may also collect sensitive information (including for example details of your racial and ethnic origin, gender, religious belief, sexual orientation or health records) for the limited purpose of monitoring of diversity and equal opportunities and to provide aggregated and anonymised diversity data to relevant regulators, where formally requested, or for storing your health records to assist us in ensuring that we provide you with a healthy and safe workplace. If you do provide us with sensitive information for any reason, you consent to us collecting that information and using and disclosing that information for the purpose for which you disclosed it to us and as permitted by the Privacy Act and other relevant laws.

4 How do we collect your personal information?

We collect personal information in a number of ways. The most common ways we collect your personal information are:

- directly from you when you provide it to us or our agents or contractors;
- via our website or when you deal with us online (including for example through our social media pages or, where applicable, the iCIMS platform);
- from publicly available sources;
- from our related companies; and
- from third parties (for example, from referees if you apply for a position as an employee or contractor with us or from recruiters acting on your behalf).

5 For what purposes do we collect, use and disclose your personal information?

The purposes for which we use and disclose your personal information will depend on the circumstances in which we collect it. Whenever practical we endeavour to inform you why we are collecting your personal information, how we intend to use that information and to whom we intend to disclose it at the time we collect your personal information.

We may use or disclose your personal information:

- for the purposes for which we collected it (and related purposes which would be reasonably expected by you);
- for other purposes to which you have consented; and
- as otherwise authorised or required by law.

In general we collect, use and disclose your personal information so that we can do business together and for purposes connected with our business operations generally including recruitment, management, administrative, employment and legal purposes.

Some of the specific purposes for which we collect, use and disclose personal information are:

- to respond to you if you have requested information (including via our websites or via an email or other correspondence you send to us);
- to assess your suitability for any position for which you may apply at any Viacom entity, including whether such application has been received by us online, via email or by hard copy or in personal application;
- to address any issues or complaints that we or you have regarding our relationship; and
- to contact you regarding the above, including via electronic messaging such as SMS and email, by mail, by phone or in any other lawful manner.

6 What happens if you don't provide personal information?

Generally, you have no obligation to provide to us any personal information requested by us. However, if you choose to withhold requested personal information, we may not be able to assess your suitability for a position for which you may apply at any Viacom entity.

7 To whom do we disclose personal information?

We may disclose your personal information to third parties in connection with the purposes described in **section 5** of this Privacy Policy.

This may include disclosing your personal information to the following types of third parties:

- our employees, business partners and related bodies corporate;
- our contractors and other third parties that provide goods and services to us (including website and data hosting providers, and other suppliers);
- our accountants, insurers, lawyers, auditors and other professional advisers and agents;
- payment system operators;
- if you are an individual contractor to us or a prospective employee, to our related companies and HR related service providers (e.g. for outsourced payroll processing);
- any third parties to whom you have directed or permitted us to disclose your personal information (e.g. referees or recruiters);
- in the unlikely event that we or our assets may be acquired or considered for acquisition by a third party, that third party and its advisors;
- third parties that require the information for law enforcement or to prevent a serious threat to public safety;
- third party background check providers; and
- otherwise as permitted or required by law.

We may also disclose aggregated and anonymized diversity data to relevant regulators, as formally required, or anonymized data to third parties for the purpose of assessing efficiency of mobile device usage.

Where we disclose your personal information to third parties we will use reasonable commercial efforts to ensure that such third parties only use your personal information as reasonably required for the purpose we disclosed it to them and in a manner consistent with the Privacy Principles under the Privacy Act.

If you post information to public parts of our websites or to our social media pages, you acknowledge that such information (including your personal information) may be available to be viewed by the public. You should use discretion in deciding what information you upload to such sites.

8 Does personal information leave Australia?

We may disclose personal information outside of Australia to our related bodies corporate, service providers and other third parties including those located in the United States. Except in some cases where we may rely on an exception under the Privacy Act, we will take reasonable steps to ensure that such overseas recipients do not breach the Privacy Principles in the Privacy Act in relation to such information.

9 How do we store and secure personal information?

We store personal information on computer databases and/or in hard copy and will take reasonable commercial physical and electronic security measures to protect any records that

we hold which contains your personal information. We normally destroy personal information relating to job applicants (other than a person who is successful) in a secure manner after it is no longer necessary for our recruitment purposes.

However, except to the extent liability cannot be excluded due to the operation of statute, we exclude all liability (including in negligence) for the consequences of any unauthorised access to, disclosure of, misuse of or loss or corruption of your personal information. Nothing in this Privacy Policy restricts, excludes or modifies or purports to restrict, exclude or modify any statutory consumer rights under any applicable law including the *Competition and Consumer Act 2010 (Cth)*.

Please notify us immediately if you become aware of any breach of security.

10 Accuracy of the personal information we hold

We try to maintain your personal information as accurately as reasonably possible. We rely on the accuracy of personal information as provided to us both directly (from you) and indirectly.

We encourage you to contact us if the personal information we hold about you is incorrect or to notify us of a change in your personal information. Our contact details are set out in **section 14** of this Privacy Policy.

11 Links, cookies and use of our websites and applications

Our website may contain links to other sites. This Privacy Policy applies to our website and not any linked sites which are not operated or controlled by us. We encourage you to read the privacy policies of each website that collects your personal information.

We may use “cookies” and similar technology on our websites and in other technology applications. The use of such technologies is an industry standard, and helps to monitor the effectiveness of advertising and how visitors use our websites/applications. We may use such technologies to generate statistics, measure your activity, improve the usefulness of our websites/applications and to enhance the “customer” experience.

If you prefer not to receive cookies you can adjust your Internet browser to refuse cookies or to warn you when cookies are being used. However, our websites may not function properly or optimally if cookies have been turned off.

12 How can you access and correct personal information we hold about you?

You may seek access to personal information which we hold about you by contacting us as described in **section 14** of this Privacy Policy. We will provide access to that information in accordance with the Privacy Act, subject to certain exemptions which may apply. We may require that the person requesting access provide suitable identification and where permitted by law we may charge an administration fee for granting access to your personal information.

If you become aware that any personal information we hold about you is incorrect or if you wish to update your information, please contact us (see **section 14** of this Privacy Policy).

13 Queries, comments and complaints about our handling of personal information

If you have any questions, comments or complaints about our collection, use or disclosure of personal information, or if you believe that we have not complied with this Privacy Policy or the Privacy Act, please contact us (see **section 14** of this Privacy Policy).

When contacting us please provide as much detail as possible in relation to your question, comment or complaint.

We will take any privacy complaint seriously and any complaint will be assessed with the aim of resolving any issue in a timely and efficient manner. We request that you cooperate with us during this process and provide us with any relevant information that we may need.

If you are not satisfied with the outcome of our assessment of your complaint, you may wish to contact the Office of the Australian Information Commissioner.

14 How can you contact us?

Please email all privacy complaints to Human Resources in the first instance or to the Viacom Data Protection Officer at EmployeePrivacyRights@viacom.com.

If you wish to seek access to or correct or update any personal information we hold about you, or to unsubscribe from our direct marketing you can also contact us using the contact details listed above.