

Statement on JobAdder and SEEK data-sharing

JobAdder understands the importance of keeping your data safe and secure. We also understand how important it is to only use that data for the purposes you have allowed us to. We have robust data-protection and data-privacy policies that can be obtained from our website (<https://jobadder.com/privacy>). We believe those policies clarify how we govern carefully the data we hold (including but not limited to personal information and commercial data) and prohibit inappropriate sharing of such data.

Recently some JobAdder customers have queried whether JobAdder shares data with SEEK, and we outline below our data sharing approach.

Excepting cases where a customer has **explicitly chosen** to set up an integration between JobAdder and SEEK (such as the imminent SEEK/JobAdder 2-way talent integration) or **explicitly instructed** a transfer of data between the parties then:

JobAdder does not, and will not, share candidate data or any customer-specific commercial data with SEEK, and nor does SEEK request such data from JobAdder.

For example:

- JobAdder does not send data on our individual customers, and their activity, to SEEK. We do **not** share sales activity, job-posting activity, invoicing, placement volumes or any other related data.
- JobAdder does not send candidate data or personally identifiable information to SEEK.

At times JobAdder would consider sharing with SEEK aggregated data regarding overall trends (e.g. Job Board usage across Australia). As part of any data sharing on market trends we would never expose customer specific behaviours, choices or information. Our obligation to our customers' data privacy is paramount.

In summary:

JobAdder reports to a distinct board of directors, not into the commercial and product management structures of SEEK. JobAdder operates in relation to SEEK with a strict separation of data and the same governance of data-sharing as would occur for any other technical & commercial partner.

JobAdder and SEEK take seriously their legal and ethical obligations regarding the sharing of data, and we hope this statement assures you that these obligations play out practically in a way that protects our customers and treats their candidate and commercial data appropriately.

If you have further questions please direct them to this dedicated email address: dataprivacy@jobadder.com

Best Regards

Martin Herbst | **CEO at JobAdder**

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