

Data Privacy Statement

Thank you for your interest in seeking employment with the United Overseas Bank Limited and its group of companies (“UOB”). This privacy statement sets out the basis on which any personal information we collect from you or other sources will be processed by us. In this statement, “we” or “us” refer to a member of the UOB group of companies who processes your personal information. Please read the following carefully to understand our views and practices regarding your personal information and how we will treat it.

Apabila Anda tertarik untuk mengisi lowongan kerja di UOB Indonesia, [silahkan klik disini](#).

隐私声明中文版, [请点击这里](#)

สำหรับผู้สมัครธนาคารยูโอบี ประเทศไทย [โปรดคลิกที่นี่](#) / For UOB Thailand candidate [please click here](#)

Declaration

By submitting your application:

(1) you consent and agree to the collection, use, disclosure and processing of your personal information for the purposes and in the manner described herein

(2) you acknowledge that these purposes include conducting background, reference and conflicts checks, contacting and interviewing you, processing your application, and evaluating your suitability for the position(s) applied for and any other positions which may be available, and accept that background checks may for regulatory reasons also include criminal record, bankruptcy and credit checks;

(3) you consent and agree that your personal information may be shared at our discretion amongst any or all members of the UOB group of companies and with such persons as we deem necessary, for the purposes of consideration for available positions. For these purposes, we may exchange your personal information with professional advisors, academic institutions, recruiters and prospective line managers, screening check providers, health service providers, professional and trade associations, law enforcement agencies, regulatory authorities, referees and your current and previous employers and parties to acquisitions or potential acquisitions of our business.

(4) you declare that the information provided by you is true and accurate, and agree to notify us promptly in the event that any information becomes inaccurate or misleading in any way;

(5) you confirm that you have duly obtained the consent of any other person(s) whose personal information you have provided to us, for collection, use, processing and disclosure for or in connection with the purposes herein; and

(6) you understand and accept that if any information provided by you is found to be inaccurate you may be disqualified or, your offer of employment may be immediately withdrawn by us, or if you have been employed, you may be immediately dismissed subject to applicable laws and regulations.

In the course of our interaction, we may request further information which in your jurisdiction may be considered sensitive personal information. For example, health information may be collected to make reasonable adjustments for candidates with health issues or a disability, or criminal record checks may be made for regulatory purposes.

Collection of personal information

The personal information we collect about you in connection with our recruitment process includes your name, contact details, identification documents, professional qualifications, employment and education history, remuneration, skills, achievements, character references, extra-curricular activities, screening checks (including reference, background, health, cognitive ability, directorship, identity, eligibility to work, criminal record, financial probity, drugs/alcohol and vocational suitability checks), personality/cognition assessments and enquiry/complaint details.

We also collect personal information arising out of your interactions with us, including any contact you have with us or our service providers in person, by telephone, email or online. We may monitor and record your communications with us (including email and telephone) and operate video and audio surveillance devices in our premises for purposes including security, training and record-keeping. We may also collect personal information about you from third parties including, to the extent permitted by law, public sources (including the internet), our related companies, information service providers, your social media profiles, recruiters, current and former employers, persons who have provided references for you, your representatives and the parties with whom we exchange information as described herein.

How we use and disclose personal information

UOB has a legitimate interest in processing personal data for our recruitment and other related business purposes.

We collect, use and disclose your personal information to assess your application, evaluate your suitability for the position applied or other positions, manage our

recruitment processes, verify your identity and personal information, conduct screening checks, maintain our records, to comply with our legal and regulatory obligations, manage our relationship with you and deal with your enquiries and concerns. Your personal data may also be processed and disclosed for legitimate business purposes related to recruitment such as statistical analysis, research, audit, seeking professional advice, responding to and defending against legal claims, detecting unlawful activity and misconduct, assisting and/or reporting to regulatory and government authorities and acquisition or potential acquisition of our business or any part thereof.

For these purposes, we may exchange your personal information with professional advisors, academic institutions, recruiters, screening check providers, health service providers, professional and trade associations, law enforcement agencies, regulatory authorities, referees and your current and previous employers and parties to acquisitions or potential acquisitions of our business.

Your application and personal information will at our reasonable discretion, be made available to any and all entities within the UOB group of companies, which will afford you greater employment opportunities.

You are not under any statutory or contractual obligation to provide information to us. You are free to determine the nature and extent of the personal information provided to us, or not to provide any personal information at all. However, without your personal information we may be limited in our ability to consider you for employment.

Security and storage of personal information

If your application for employment is successful, your personal information will be transferred to your human resources file and form part of your employment records. The processing of such personal information will be subject to a new privacy notice applicable to employees, which we will provide upon your acceptance of the employment offer.

If your application is unsuccessful, your personal information may be retained by us for up to three years from date of submission or longer to the extent permitted by the applicable laws and regulations, so that you may be considered for future positions that may be suitable, or in order for us to establish, exercise or defend legal claims, or for other legitimate business purposes.

We may retain and use generalized and de-personalized statistical information about applicants, including you, to help inform our recruitment activities, but no individuals are identifiable from that data.

Your personal information may be transferred outside the country of collection, for the purposes herein and for storage or back up purposes.

Do note that the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, and adopt the appropriate measures to ensure the security and integrity of our system, including the personal data you submit to us, we cannot guarantee the security of your data transmitted to us electronically; Therefore, you should likewise take the appropriate measures to ensure that the transmission of personal data on your end is secure.

Each country that processes your information will do so in accordance with the applicable laws of that country. Internal policies and reasonable controls are in place to safeguard against unauthorised access to, loss or destruction of your personal data. Access to your information by persons involved in the recruitment process such as members of the human resources department and interviewers, and persons who provide support functions such as security staff and IT staff, is on a need to know basis.

Your rights

If you are applying for a job in Philippines, please click [here](#).

If you are applying for a job in Vietnam, please click [here](#).

In some jurisdictions, subject to requirements and exceptions provided by applicable laws and regulations, you have the legal right to: (a) request a copy of the personal information we hold about you, (b) correct any mistakes in personal information we hold about you, (c) ask us not to continue processing your personal information, and (d) request us to delete or dispose of your personal information.

You can exercise these rights by contacting us via the methods detailed below.

Please note we keep this privacy statement under regular review.

Further information and contacting us

Additional privacy notices may be given, or you may be asked to give your consent to further privacy matters, or in relation to our website or particular roles, jurisdictions or screening checks.

For any further queries, please contact the respective HR of the UOB entity in each jurisdiction as follows:

Hong Kong: DataprotectionofficerHKHR@uobgroup.com

China: dataprotectionofficer_ChinaHR@uobgroup.com

Malaysia: hrpdpaofficer@uob.com.my

Indonesia: hr.recruitment@uob.co.id

Thailand: talentacquisition@uob.co.th

Singapore and Other Countries: SGDataProtection@UOBgroup.com

Vietnam: uobvhumanresources@uobgroup.com

Version 2.0.(24 July 2023)