

EDRINGTON



Sweden Recruitment Diversity Data – Notice and Consent

Edrington Group (The Edrington Group Limited, 100 Queen Street, Glasgow, Scotland, G1 3DN, Company Number SC036374) wants to meet the aims and commitments set out in its Diversity, Equity, and Inclusion Strategy. This includes not discriminating and encouraging equality and diversity. In order to do so, we want to build up and maintain an accurate picture of the make-up of the workforce through diversity monitoring.

We would like to hold data regarding your legal gender, ethnicity, disability, gender identity, and sexual orientation "**your diversity data**" in this section of your candidate profile, in each case as permitted under applicable laws depending on the location of where you reside or the vacancy. We will ask for your explicit consent to holding your diversity data but you do not have to consent to this and it is not mandatory to provide any information.

By clicking "Save" or "Apply" below the available diversity fields in your candidate profile, you are choosing to provide, on a voluntary basis, your diversity data in the course of your application for a role at Edrington – it is entirely optional. Each category has a "prefer not to say" option and you should select this for each of the diversity data fields available if you do not consent to Edrington processing this data. If you complete any of the diversity data fields available but do not provide your consent, Edrington will delete this information upon receipt within three days.

By completing the consent statement below, you are choosing to provide, on a voluntary basis, diversity data in the course of your application for a role at Edrington – it is entirely optional.

No diversity data you provide (or choose not to provide) will be accessible to anyone involved in the recruitment process (including any hiring managers or the talent acquisition team), nor will it be used influence your application process or outcome in any way. Your diversity data will be processed by Edrington Group in accordance with the Data Protection Act (2018:219).

If you give consent and provide your diversity data, this will be accessible at an identifiable level by our Global DE&I Manager and a small number of HR system administrators, who will process this information solely for the purpose of creating aggregated, anonymised reports for internal diversity and inclusion monitoring purposes, which will be shared with relevant internal stakeholders to help Edrington to understand and increase our diversity as a company. If you are successful in securing a

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role with us, your diversity data may also be available to a limited number of HR users, for a limited period of time, to complete the onboarding process. This means that your data may be transferred to the United Kingdom.

If you would like to withdraw your consent to Edrington processing your diversity data, you may do so at any time by deleting this from your candidate profile or by contacting dataprotection@edrington.com.

Please see the relevant [Our People Recruitment Privacy Policy](#) for further information on how Edrington processes your personal data.

In addition to the rights set out in the above policy, you have the right to complain to your supervisory authority. Sw. Integritetsskyddsmyndigheten is Sweden's supervisory authority for data protection issues. We aim to resolve all complaints internally via our group data privacy manager who can be contacted at dataprotection@edrington.com, but you do have the right to complain to Sw. Integritetsskyddsmyndigheten at any time.

CONSENT

Please tick the relevant box in your application if you give permission to Edrington Sweden AB and Edrington Group to collect and retain information relating to legal gender, ethnicity, disability, gender identity, and sexual orientation for the purposes of diversity monitoring, including the cross-border transfer of this information.