

EDRINGTON



United States Recruitment Diversity Data – Notice

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, 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. 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 if you do not wish Edrington to process this data.

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.

If you give provide 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 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 change your mind about Edrington processing your diversity data, you may delete the data at any time from your candidate profile or contact dataprotection@edrington.com to request this deletion.

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