



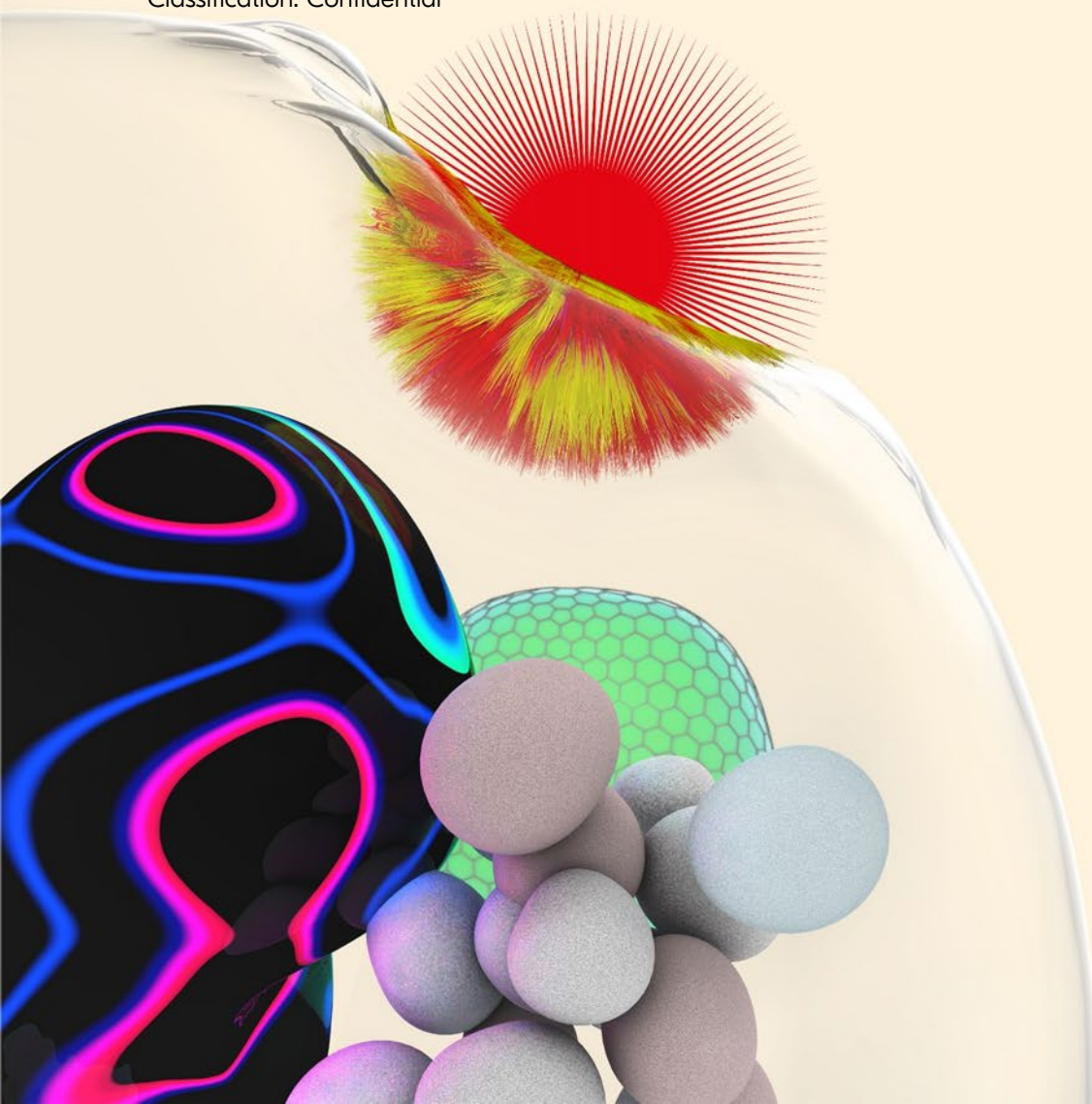
Bango Job Candidates

Privacy Notice

Version 3.0 - August 2026

Owner: Legal Team

Classification: Confidential



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Document change log

Date	Version	Name	Change detail
03 February 2022	1.1	Rachel Ellis (DPO)	Updated and re-branded Policy - Clauses updated following Brexit
May 2023	2.0	Compliance Team	Updated contact details and relevant references
August 2026	3.0	Lorna Kempzell	Updated to include use of the Psychometric test assessments.

Privacy Notice (Bango Job Candidates)

Purpose

Bango.net Limited ("Bango") is committed to protecting the privacy and security of your personal information.

This privacy notice describes how we collect and use personal information about you during the recruitment process with us, in accordance with the UK General Data Protection Regulation (UK GDPR).

In the context of the recruitment process Bango is a "controller" in relation to your personal data. This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this privacy notice because you are applying for work with us (whether as an employee, worker or contractor). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under the UK General Data Protection Regulation (UK GDPR).

Data protection principles

Bango will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

The kind of information Bango holds about you

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided to us in your personal statement and covering letter.
- The information you have provided on any application form, which may include name, title, address, telephone number, personal email address, date of birth, gender, employment history, qualifications,
- Any information you provide to us during an interview and the recruitment process generally.

Bango may also collect, store and use the following types of more sensitive personal information once an offer has been made to you:

- Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions.
- Information about your health, including any medical condition, health and sickness records.
- Information about criminal convictions and offences.

How is Your Personal Information Collected?

Bango collect personal information about candidates from the following sources:

- You, the candidate.
- Recruitment agencies, from which we collect the following categories of data:
- Personal contact details such as name, title, addresses, telephone numbers, and personal email addresses date of birth.

- Recruitment information (including copies of right to work documentation, references and other information included in a personal statement or cover letter or as part of the application process).
- Employment records (including job titles, work history, working hours, holidays, training records and professional memberships).
- Background check provider, from which we collect the following categories of data:
- Personal contact details such as name, title, addresses, telephone numbers, and personal email addresses.
- Employment records (including job titles, work history, working hours, holidays, training records and professional memberships).
- Identification Documents (i.e. copies of: Passports, Driving Licences, National ID Card etc)
- National Insurance numbers
- Results of applicable governmental department (HMRC, Home Office Etc) status check, details of your interest in and connection with the intermediary through which your services are supplied
- Disclosure and Barring Service in respect of criminal convictions.
- Your named referees, from whom we may collect the following categories of data:
- Personal contact details such as name, title, addresses, telephone numbers, and personal email addresses.
- Employment records (including job titles, work history, working hours, holidays, training records and professional memberships).
- Performance information.
- The following data from third parties is from a publicly accessible source (e.g. LinkedIn)
- Employment records (including job titles, work history, working hours, holidays, training records and professional memberships).

How Bango will use information about you

Bango will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for the role.
- Carry out background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Keep records related to our hiring processes.
- Comply with legal or regulatory requirements.

It is in our legitimate interests to decide whether to appoint you to a role since it would be beneficial to our business to appoint someone to that role.

Bango also need to process your personal information to decide whether to enter into a contract of employment with you.

Having received your personal statement and covering letter, we will then process that information to decide whether you meet the basic requirements to be shortlisted for the role. If you do, we will decide whether your application is strong enough to invite you for an interview. If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to offer you the role. If we decide to offer you the role, we will then ask our background check provider to take up references and carry out a criminal record and carry out any other appropriate checks before confirming your appointment.

If you fail to provide personal information

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), Bango will not be able to process your application successfully.

For example, if we require a credit check or references for this role and you fail to provide us with relevant details, we will not be able to take your application further.

How Bango uses particularly sensitive personal information

Bango will use your particularly sensitive personal information in the following ways:

- Bango will use information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, and, if you are appointed to the role, during your time working with Bango.
- We will use information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting, and equal opportunity standards are maintained within Bango.

Information about criminal convictions

We envisage that we will process information about criminal convictions.

We will collect information about your criminal convictions history if we would like to offer you the role (conditional on checks and any other conditions, such as references, being satisfactory). We are entitled to carry out a criminal records check in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role.

We have in place an appropriate policy document and safeguards which we are required by law to maintain when processing such data.

Automated decision-making

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

Psychometric Assessment Test

As part of our recruitment process at Bango, we sometimes use Thomas psychometric test assessments to help support the broader interview process. These are particularly used for roles where collaboration, communication style, team dynamics, and ways of working are important factors in long-term success.

The assessments are not designed to produce a “pass” or “fail” outcome, and there are no right or wrong answers. Instead, they provide additional insight into behavioural preferences, working style, and how someone may naturally approach different situations and environments, including areas that may not fully emerge through interviews alone.

The assessments are only one part of the overall evaluation process and are considered alongside interviews, experience, technical capability, and broader discussions throughout the recruitment journey. In many cases, the insights generated are most valuable in helping shape later-stage conversations, exploring team fit from both sides, and supporting onboarding and team integration for candidates who ultimately join Bango.

Once completed, results are shared directly with candidates through the Thomas platform itself, giving individuals immediate access to their own insights and reports. Candidates are also welcome to explore more information about the methodology and assessments directly through Thomas if they would like a deeper understanding of the tools being used. We look forward to exploring these insights together, and discussing whether Bango feels like the right long-term fit for you as well as for us.

Data sharing

Why might you share my personal information with third parties?

Bango will only share your personal information with the following third parties for the purposes of processing your application:

- background check provider;
- psychometric assessment provider.

All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

Data security

Bango has put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality.

Bango have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

Data retention

How long will you use my information for?

Bango will retain your personal information for a period of up to 12 months after we have communicated to you our decision about whether to appoint you to the role. Bango retains your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with applicable laws and regulations.

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.

Rights of access, correction, erasure, and restriction

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- Request access to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- Request correction of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- Request erasure of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).

- Object to processing of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- Request the restriction of processing of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- Request the transfer of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact the Bango Data Protection Officer at dataprivacy@bango.com.

Data Protection Officer

Bango has appointed Rachel Ellis as our Data Protection Officer ("DPO") to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact her at dataprivacy@bango.com. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO) who is responsible for data protection issues in the UK.