



DATA PROTECTION NOTICE

Light & Wonder, Inc., and its indirect and direct subsidiaries, including but not limited to Global Draw Limited, Barcrest Group Limited, LNW Gaming UK Limited, and Playzido Limited (collectively, “L&W” or the “Company”) is committed to protecting the privacy and security of your Personal Data. This data protection notice (“Notice”) describes how we collect and use Personal Data about you during the application process, and following that process if your application is unsuccessful. If your application is successful you will be provided with a copy of the Company’s data protection notice for employees.

The Company is a Controller under applicable data protection laws, including the UK General Data Protection Regulation (“UK GDPR”). This means that we are responsible for deciding how we handle and use Personal Data about you. We are required under the UK GDPR to notify you of the information contained in this Notice.

This Notice does not form part of any contract of employment or other contract to provide services. We may update this Notice at any time.

It is important that you read this Notice, together with any other data protection notices we may provide on specific occasions when we are collecting or processing Personal Data about you, so that you are aware of how and why we are using such information.

In this Notice, Personal Data means any information relating to an identified or identifiable natural person (the “Data Subject”); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to physical, psychological, genetic, mental, economic, cultural or social identity of that natural person.

Processing means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction, and Process and Processed shall be construed accordingly.

Sensitive Personal Data means information that reveals racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health and data concerning a natural person’s sex life or sexual orientation.

The Personal Data that L&W collects

L&W collects the following Personal Data about you, which includes Sensitive Personal Data:

- Your name;
- Your contact details (e.g. postal address, email address, telephone number, mobile number);
- Your gender;
- Your educational history and qualifications;
- Your employment history;
- Your resume details;
- Your image in the event a video interview is recorded (you would be notified if this occurs);
- CCTV footage and premises security information;
- Background information; and

- If supplied by you voluntarily, Trade Union membership and certain demographic data.

L&W does not collect the above-described information on all individuals covered by this Notice; specific information collected depends on local requirements and the nature of the job you have applied for with L&W.

How L&W uses your Personal Data

Depending on the particular purpose for which we are using your Personal Data, the legal basis that L&W relies upon for Processing, whether such Processing occurs before, during or after your employment, will fall into one of the following categories:

- (a) Where Processing is necessary in preparation to enter into an employment agreement;
- (b) Where the Processing is necessary to enable L&W to meet its legal obligations (including regulations applying to L&W);
- (c) Where the Processing is necessary to fulfil the legitimate interests of L&W, including evaluating candidates and employees in connection with hiring and promotion decisions, communicating with you regarding the same, retaining applications of unsuccessful applicants in the form of a “talent pool” database, maintaining security, management forecasting or planning; and
- (d) Where you have provided consent for L&W to Process your Personal Data in a certain way.

L&W may use your Personal Data for the following purposes:

- (a) administering arrangements concerning your potential employment with L&W;
- (b) undertaking its business activities;
- (c) carrying out security checks prior to the course of your employment;
- (d) compiling statistics on, for example, gender and ethnicity, for the purpose of reporting such information and for evaluating and supporting its diversity, equity and inclusion initiatives, on an anonymised basis; and
- (e) maintaining appropriate security safeguards.

We will not Process your Personal Data for any other purposes incompatible with the purposes mentioned above without first providing notice to you.

With whom L&W will share your Personal Data

L&W will not sell your Personal Data to third parties.

L&W may sometimes share your information with its trusted service providers, and other third parties who perform services and functions on L&W’s behalf to support its interactions with you, including, for example, payroll, insurance providers, pension providers, administrators of salary sacrifice and other benefit schemes, background check providers, as well as government agencies in order to fulfil legal requirements.

L&W may also have to disclose your Personal Data in order to comply with a legal obligation imposed on it or in connection with a possible sale of any subdivision within the company.

From time to time, L&W may disclose your Personal Data to organisations for the purposes of fraud and credit risk reduction. L&W may also share your Personal Data with its legal, audit and financial advisers for the purposes of obtaining advice and the protection of its legal rights.

Where L&W stores your Personal Data and how it secures your Personal Data

Your Personal Data may be stored and processed outside of the UK and EEA. Where this is the case, L&W will have adequate safeguards in place to ensure the security of your Personal Data. You may obtain a copy of the safeguards in place by contacting the L&W Human Resources representative who is handling your application.

To safeguard your Personal Data, L&W maintains appropriate physical, electronic and procedural safeguards. However, please note that transmission of information via the internet and remote data storage are not completely secure. Although L&W will do its best to protect your Personal Data, it cannot guarantee the security of any such Personal Data transmitted via the Internet.

How long will L&W keep your Personal Data?

L&W will generally retain your Personal Data for between two (2) and ten (10) years (depending on the nature of the information) following termination of your application for employment with L&W. After that time, L&W will delete your Personal Data from its systems.

Your rights

You have a number of rights under applicable data protection laws, including the UK GDPR. You have the right to:

- Access a copy of the Personal Data L&W holds about you;
- Rectify inaccuracies in, or make complete, the Personal Data L&W holds about you;
- Have the Personal Data L&W holds about you erased in certain circumstances;
- Restrict the Processing of your Personal Data in certain circumstances;
- Object to the processing of your Personal Data in certain circumstances;
- Transfer the Personal Data L&W holds about you to another entity in certain circumstances; and
- Withdraw any consent you have provided.

If you would like to invoke any of your rights, please use the following link:

[L&W Privacy Rights Request Form](#)

You may also contact L&W's Data Protection Officer, Heward Mills, 77 Farringdon Road, London, EC1M 3JU, DPO@lnw.com.

Complaints

If you have a complaint about the way L&W is using your Personal Data, we suggest that you first contact the L&W Human Resources' representative who is handling your application for employment, or our Data Protection Officer, Heward Mills, 77 Farringdon Road, London, EC1M 3JU, DPO@lnw.com. You always have the right to lodge a complaint with the applicable data protection authority in your jurisdiction.