



European Union (EU) Citizens Only

Privacy Notice compliant with General Data Protection Regulation (GDPR)

As part of any form submission to Draper.com, Draper collects and processes personal data relating to the individual completing the form. Draper is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information do we collect?

Draper collects a range of information about you. This may include:

- your name, contact details, including email address and/or telephone number; and address
- details of your qualifications, skills, experience and employment;
- personal information such as date of birth and citizenship status

How is the information collected?

Draper may collect this information in a variety of ways. For example, data might be contained in web submission forms, application forms, CVs, resumes or transcripts.

Data may be stored in a range of places, including in the submission record, in HR management systems and on other IT systems (including email).

Why does Draper process personal data?

Web Submission: We process any web submissions on Draper.com so that any requests may be answered properly by the relevant person(s) within Draper.

For job or internship applicants: We need to process data to ensure that we are complying with its legal obligations. For example, it is mandatory to check a successful applicant's eligibility to work in the US before employment starts.

Draper has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims.

Draper may process special categories of data, that is voluntarily disclosed by the applicant, such as information about gender, race and ethnic origin, disability and veteran status to meet our requirements as a US federal contractor.

Who has access to data?

Your information may be shared internally. This includes members of Strategic Communication, HR and Talent Acquisition teams, managers in each business area and IT staff if access to the data is necessary for the performance of their roles.

We will not share your data with third parties, unless in the case that you have submitted an application for employment and we make you an offer. We will then share your data with employment background check providers to obtain necessary background checks.

How does Draper protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does Draper keep data?

Draper will hold your data on file for 24 months. At the end of that period, your data is deleted or destroyed.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require the organization to change incorrect or incomplete data;
- require the organization to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- object to the processing of your data where Draper is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact webmaster@draper.com.

If you believe that the Draper has not complied with your data protection rights, please contact your country's Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to Draper.
However, if you do not provide the information, we may not be able to process your request properly or at all.