

CHINA ADDENDUM TO THE TOLL PRIVACY POLICY

– Notice for Recruitment

Subject to any applicable data protection laws or regulations of the People's Republic of China ("PRC") including but not limited to the Personal Information Protection Law ("**Applicable Law**"), the provisions in this addendum ("**Addendum**") shall apply as a supplement to the Toll Group Privacy Notice Recruitment ("**Notice**") and prevail over any conflicting provisions in the Notice, and shall apply and only apply to the Toll companies in the PRC.

PRINCIPLES

What types of information do you collect?

We will only process sensitive personal data about you where you have given your separate consent unless we are otherwise permitted by Applicable Law.

The sensitive personal data we collect may include the following underlined personal data:

- basic information about yourself, such as name, contact details and gender, image and information provided to verify your identity;
- information regarding racial or ethnic origin, age, gender, health and disability, which we collect for equality of opportunity monitoring purposes.

Will you ask for my consent?

We are entitled to use, disclose and otherwise process Candidates' (and former Candidates') information as described in this Notice because it is necessary for the conclusion of the employment contract between the Candidates and us and / or it is required by law. Otherwise, we rely on Candidates' consent to collect, use or otherwise process their personal data.

Who do you disclose my information to?

Toll may disclose Candidate information, where reasonably necessary for the various purposes set out in paragraph 2, to:

- other members of the Toll group.

For sharing your personal data with the above third parties, we will obtain your separate consent in accordance with Applicable Law. When we share your personal data with other third parties who can independently determine how and why personal data is processed and who is not disclosed above, we will inform you the name and contact information of such third parties and obtain your separate consent to share your personal data with them.

Will you transfer my information overseas?

The disclosures of Candidate information described in paragraph 3 may involve international transfers, including transfers to countries outside the PRC which do not have data protection laws as strict as those in your home country. In these cases, where we transfer Candidate information to other members of the Toll group or third party service providers acting on our behalf, we do so on the basis of agreements put in place to protect your information in a form approved for this purpose by the PRC.

For transferring your personal data to the above recipients, we will obtain your separate consent in accordance with Applicable Law. When we transfer your personal data to other recipients outside the PRC who are not disclosed above, we will inform you the name and contact information of such recipients and obtain your separate consent to transfer your personal data to them.

What rights do I have?

You have the rights to request deletion of your personal data held by us in the following circumstances:

- (a) Where the purpose of processing has been achieved or is unable to be achieved, or the personal data is no longer necessary for achieving the purpose of processing;
- (b) Where the data controller ceases the provision of the product or service involved, or the retention period has expired;
- (c) Where consent is withdrawn by the data subject;
- (d) Where the processing of personal data by the data controller is in violation of any law, regulations or agreement; or
- (e) Any other circumstance as provided by law or regulations.

You have the right to decide on the processing of your personal data, as well as the right to restrict or deny another person from the processing of your personal data.

You have the right to require the data controller to explain its rules of processing of personal data.