

## Deciphera Pharmaceuticals, LLC Recruiting Privacy Notice

Effective date: September 1, 2021

This notice explains how Deciphera Pharmaceuticals, LLC in the United States and any other Deciphera entity and affiliate involved in the recruitment of employees (e.g. your employer) (jointly: “Deciphera”) processes the personal data of applicants during its recruitment and job application process. Deciphera functions as a data controller and may process your personal data in accordance with this privacy notice.

Please note that, if you file a job application through a third-party platform (such as LinkedIn or Indeed) the parties owning these platforms may also access your personal details through your personal profiles and thus will also act as data controllers. Deciphera is not responsible for the compliance of such third party platforms with the applicable data protection laws.

We may amend this notice from time to time, should it become necessary to do so. This notice may also be supplemented by other statements as needed to comply with local requirements in the country where you live.

Please note that we may collect information about you that is unrelated to your application for employment, such as data about how you use our website. More information about our privacy practices can be found in our Privacy Policy which may be found at <https://www.deciphera.com/privacy-policy>. Personal data collected and processed

The term “**personal data**” in this notice refers to information which does or is capable of identifying you as an individual or information that identifies, relates to, describes, or can reasonably be linked, directly or indirectly, to a specific natural person. “Personal data” does not include information that is anonymous, or aggregated as those terms are defined under applicable law.

We can collect and process the following categories of personal data:

- (a) **Personal identification information**, such as your name, home address, date of birth, gender, personal email address, personal mobile (and home, if applicable) phone number;
- (b) **Employment permissions**, such as immigration, right-to-work and residence status and related documents;
- (c) **Professional and Educational information**, including any certifications obtained, CV as well as other recruitment-related data, such as career history, skills and competences and other work-related qualifications;
- (d) **Compliance and risk management information**, such as background checks or interviews with referees (if any); and
- (e) **Other information** you may have voluntarily shared during the application process (e.g. information on family, your competences/characteristics or personal interests on your CV).

Deciphera collects and uses information mentioned above during the recruitment and job application phase. Most information will be collected directly from you. However, there are also instances that Deciphera collects information about you from third parties, for instance when referees are being interviewed or when a background check is performed.

In view of data categories a) and c), Deciphera relies on the legal basis that the processing of the personal data is necessary in order to take steps to enter into an employment contract between you and your employer at your request.

For data category b), Deciphera also relies, where applicable, on compliance with legal obligations. Examples of such processing include the legal obligation to verify employment permissions and adhere to tax obligations.

In regard to data category d), Deciphera relies on its legitimate interests to verify the integrity and reliability of our future employees or the legitimate interest of a third party (e.g other Deciphera entities). Such processing includes the performance of background checks/screenings and execution of interviews with referees that you have provided on our request. We only process your personal data outlined in category d) in case we have a legitimate interest and this is necessary for the recruitment and application process. Note that we may engage third party service providers for background checks/screenings. In case where we process your personal data for background checks and screening purposes as set out under d) based on our legitimate interest, and you object to such processing or to provide necessary information, a possible consequence thereof could be that we cannot further proceed with your application.

In regard to data category e), Deciphera relies on its legitimate interest to process personal data contained in CV's or otherwise provided by the applicant during the recruitment process for recruitment purposes.

#### **DATA SHARING AND DISCLOSURES TO THIRD PARTIES**

We may disclose personal data to third parties in certain circumstances. Before doing so, we will assess the lawfulness (including necessity and proportionality) of the disclosure. Such third parties may include:

- Other Deciphera entities, for the purposes mentioned above, with whom we have intragroup agreements in place ensuring that these parties will adhere to this notice;
- Trusted service providers such as IT service providers which assist with the hosting and maintenance of our websites and digital infrastructure and background check providers if necessary;
- Regulatory authorities, courts, tribunals, and governmental agencies; and
- Enforcement agencies such as police and debt collecting agencies.

Deciphera uses reasonable measures to ensure that the processing of your personal data by third party service providers and Deciphera entities is consistent with and provides the same level of protection as set out in this here privacy notice.

#### **INTERNATIONAL TRANSFERS**

Your application will, in principle, be with Deciphera Pharmaceuticals, LLC, which is based in the US. When you apply for a job with a European entity of Deciphera, Deciphera is committed to protecting the privacy and confidentiality of your personal data in accordance with the European rules in relation to the processing of personal data. Where Deciphera processes personal data of EU residents in its headquarters in the US, which may not provide the same level of data protection the applicant's residency country, Deciphera will implement reasonable and appropriate legal, technical and organizational security measures with the aim to ensure the security of the processing and in particular to protect the applicant's personal data from unauthorized access, use or disclosure.

## **ACCURACY**

We take reasonable steps to ensure that personal data is accurate, complete, and current. Please note that you have shared responsibility with regard to the accuracy of your personal data. Please notify Deciphera of any changes to your personal data.

## **SECURITY**

Deciphera takes precautions to protect personal data from unlawful or unauthorized processing, and against the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, personal data. We have taken appropriate technical and organizational measures to protect the information systems on which your personal data is stored and we require our third party service providers to protect your personal data by contractual means.

## **RETENTION**

Your personal data will be retained as long as necessary to achieve the purpose for which it was collected, usually for the duration of the recruitment process or with your consent you may be added to Deciphera's talent pool which is operated by Deciphera Pharmaceuticals, LLC in the US for a period of 3 years following the termination of the recruitment and we may reach out for future vacancies at Deciphera that may be of interest to you. In exceptional circumstances, such as when obligated to do so by statutory law or when it is necessary for the establishment, exercise and defense of legal claims, Deciphera may retain your personal data for a longer period of time, as required for the handling of such circumstances. All personal data Deciphera retains will be subject to this privacy notice. If you have questions about specific data retention periods, please contact us via the contact details below.

## **RIGHTS**

Where provided by applicable laws and regulations (e.g. in the European Union and Switzerland) and in accordance with such rules, you may have certain rights in relation to the personal data that Deciphera processes about you:

- You can ask us for a confirmation of the personal data we process about you and ask for a copy of the personal data we hold about you;
- You can inform us of any changes to your personal data, or you can ask us to correct any of the personal data we hold about you;
- In certain situations, you can ask us to erase, block, or restrict the processing of the personal data we hold about you, or object to particular ways in which we are using your personal data; and
- In certain situations, you can also ask us to send the personal data you have provided us to a third party in a common, machine-readable format.

Where Deciphera uses your personal data on the basis of your consent, you are entitled to withdraw that consent at any time subject to applicable law, with no adverse effect. Moreover, where Deciphera processes your personal data based on legitimate interest, you have the right to object at any time to that use of your personal data subject to applicable law.

Deciphera relies on you to ensure that your personal data is complete, accurate and current. Please inform us of any requests in relation to your personal data (including any changes to or inaccuracies of your personal data, or objections to Deciphera's processing of your personal data) by contacting Deciphera via the contact details below.

## **QUESTIONS AND CONCERNS**

If you have any questions about this notice, you want to exercise your rights or if you believe that your personal data is not processed in accordance with the applicable law or this notice, please contact us via [dataprotection@deciphera.com](mailto:dataprotection@deciphera.com).

You may also have the right to lodge a complaint in relation to the processing of your personal data with a local supervisory authority. If you are an EU/EEA resident, you can find the contact details of competent supervisory authorities per jurisdiction here [Our Members | European Data Protection Board \(europa.eu\)](#).