

Robinhood Candidate Privacy Statement

This policy explains how Robinhood International Ltd. (Robinhood) collects and processes your data for recruitment related activity in accordance with GDPR.

What kind of information we might hold about you

When we consider you for opportunities at Robinhood, the types of information we collect and process can include:

- Your name, contact information (such as home address, phone number, email address), gender, work permit or visa information, your employment and education history, referrals or references, and any other information that you provide (such as information included in your CV or cover letter)
- Desired salary, willingness to relocate, other job preferences
- Information that you make publicly available such as contact information from career networking sites
- Interview details and outcomes of any recruiting exercises that you complete
- If disclosed, your sexual preference, race, any special needs or health conditions and information relating to accommodations that you may request during the recruiting process. This might constitute sensitive data and will be treated as such.
- If you're being referred, we process information that the person referring you provides about you

How do we use this information

We process your information as necessary to consider and assess your suitability for employment opportunities with Robinhood.

We use our 'legitimate interest' to process your information in the following ways:

- To make hiring decisions
- To assess your suitability for other opportunities at Robinhood
- To keep in touch with you throughout the interview/recruiting process
- To prepare an offer letter, if your application is successful
- If you were referred, to inform the referrer of the status and final outcome of your application
- Where we have identified you as a potential candidate from information that we've collected from public sources, in order to suggest suitable opportunities for you at Robinhood

We may contact you from time to time, for example, invite you to events that we organise or sponsor, or ask you for updates. You can opt out of these communications at any time.

If you accept a conditional offer from us, we process your information for background verification (to the extent permitted by applicable laws).

We'll provide further information regarding this processing upon start of the background verification process.

Who we share it with

We might share your data with the following people:

- People working at Robinhood
- Recruitment service providers
- Software companies that support our recruitment process
- Vendors facilitating interviews and tests
- Vendors facilitating interview travel booking and expenses
- Reporting and analytics service providers
- Anyone else you give us permission to share it with

In the cases where you accept an employment offer from us, we might also share it with:

- Vendors facilitating relocation (where applicable)
- Immigration advisors including lawyers and consultants
- Pre-employment screening services

We require these third parties to protect the information that they receive with appropriate security measures and prohibit them from using the information for their own purposes or outside what is necessary to provide the service.

How long we keep it

If you apply for a role and your application isn't successful we keep your information for up to four years. We keep your data for two main reasons:

- In case we face a legal challenge about our decision
- To consider you as a candidate for other opportunities

If you're successful in your application for a position at Robinhood, we retain the information that you provide during the application process, and information about your application process, as part of your employee records.

Where we store it

The data we hold might be transferred and stored somewhere outside of the European Economic Area (EEA). The people who work for us or third parties we work with outside of the EEA might also process the data. We may share data with organisations and countries that:

- The European Commission say have adequate data protection rules and laws
- We've agreed specific data protection clauses with.

Your rights

Under GDPR, you have the right to access, rectify, port and request deletion your data. If you should wish to do any of these things or wish to withdraw consent, please contact us at: privacy_uk@robinhood.com.

If you feel that we have not addressed your questions or concerns adequately, you may make a complaint with the Information Commissioner's Office in the United Kingdom. You may access their details [here](#).