



## **CONCENTRIX PRIVACY RELATED CONSENT FORM – INDIA**

Concentrix Group in India ("Concentrix" or "our" or "Data Fiduciary") provides this Privacy related Consent form to take consent regarding the collection, processing, and use of sensitive personal data relating to new hires and employees of Concentrix ("Data Principal") in connection with their duties as employee and as our agents in some cases to provide services to our clients.

The Consent form considers the requirements of the IT Act, 2000 as amended in 2008; Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011 ("SPDI Rules"); and any other applicable rule or regulation on Personal Data and shall complement any existing Privacy related Consent form or Terms and Conditions given/shown/accepted at the time of onboarding or otherwise.

The definitions of some terms used ("Processing", "Personal Data", "Sensitive Personal Data or Information", "data" or "Information") and explanation relating to our practices as the responsible body corporate regarding collection, usage and processing of Personal Information or Sensitive Personal Data or Information are explained in the Privacy Policy – India available on our website, as per the requirements of SPDI Rules and other applicable rules and guidelines. Please go through it, if not done already and it will be considered here-in, that Data Principal has complete knowledge about the above Privacy Policy.

By signing this consent form the new hire, onboarding or existing employee is agreeing to and accepting that:

1. Concentrix can collect sensitive personal data for employment and business purposes only, which consists of information relating to : (a) password; (b) financial information such as Bank account or credit card or debit card or other payment instrument details ; (c) physical, physiological and mental health condition; (d) sexual orientation; (e) medical records and history; (f) Biometric information; (g) any detail relating to the above items as provided to body corporate for providing service; and (h) any of the information received under above items by body corporate for processing, stored or processed under lawful contract or otherwise;
2. Concentrix can store, process, and transfer, where needed, to third parties or other body corporate or intra-body corporate entities (including cross-border transfers) such collected information as mentioned above for purposes including but not limited to background checks / verifications and providing services to clients. The transfers are to such entities that ensure the same level of data protection that is adhered to by Concentrix as provided for, under SPDI Rules.

The body corporate i.e. Concentrix shall not collect, store, transfer or process any information without legitimate purpose, giving Data Principal further an option to review the information Data Principal has provided and ensure that any personal information or sensitive personal data or information found to be inaccurate or deficient shall be corrected or amended as feasible.

Provided that Concentrix shall not be responsible for the authenticity of the personal information or sensitive personal data, or information supplied by Data Principal to Concentrix or any other person acting on behalf of Concentrix.

Disclosure of sensitive personal data or information by Concentrix to any third party shall not require any consent where the disclosure is necessary for compliance of a legal obligation.

The information may be shared, without obtaining prior consent from Data Principal, with Government agencies mandated under the law to obtain information including sensitive personal data or information for the purpose



of verification of identity, or for prevention, detection, investigation including cyber incidents, prosecution, and punishment of offences. Such a request shall be in writing to the Data Fiduciary possessing the sensitive personal data or information clearly stating the purpose of seeking such information. The Government agency shall also state that the information so obtained shall not be published or shared with any other person. Concentrix or any person on its behalf shall not publish sensitive personal data or information unless required for legitimate use. The third party receiving the sensitive personal data or information from Concentrix or any person on its behalf shall not disclose it further.

For clarity, the consent given to this form shall in no condition be revokable till there is an existing employer-employee relationship. The retention of the data is also as per the Retention Policy and as required by the respective regional laws.

I acknowledge and accept the above terms and give my consent to the above-mentioned processing.

Name of Candidate: .....

Date (dd/mm/yy): .....

Signature of Employee/New Joinee: .....