

Privacy Policy – Europe
Effective Date – May 2016

Volt Europe Limited and its sister companies (hereafter “Volt”) operate in accordance with the EU Data Protection Directives 95/46/EC and 2002/58/EC as amended and updated (the “Directives”) as appropriate to the jurisdiction in which Volt is trading and you are accessing this site.

The Directives provide for regulation of the processing of information relating to personal data (data about living people through which they may be individually identified). Volt processes personal data which relates to Volt's own staff, applicants for temporary and permanent engagements, clients who are individuals or partnerships (not limited companies) and details of potential client individuals or candidates who are held on Volt's marketing database.

The Directives also protect personal data obtained, recorded or held by Volt and the organization, retrieval, use, disclosure or destruction of relevant data.

Volt is committed to protecting the privacy and confidentiality of its customers and to upholding data protection principles in accordance with the Directives.

Volt monitors its compliance on a continual basis as a matter of good business practice and takes all appropriate technical and organizational measures to guard against unauthorized or unlawful processing and accidental loss, destruction or damage to personal data held on our systems.

We will hold on our databases only details supplied by you, as are required to facilitate recruitment services, in particular in relation to finding suitable permanent, contract or services opportunities or candidates for you.

If you are a client we may additionally use this information to advertise for candidates on job board and other relevant websites. Your client name and details will not be divulged until interview stage, except where the law requires disclosure of this information sooner.

If you are a candidate we may use your email address to advise you of current vacancies but we will not submit you for any vacancy without your consent.

Additionally, we may receive and store information which:

- If you are a candidate we receive from referees when we take up references;
- If you are a candidate or a client we receive from your employer including company registration details and contact details;
- If you are a client we receive from credit reference agencies in respect of your credit-worthiness, your trading history and other financial details as may be necessary for making or receiving payments or any other accounting requirement.

We may share your details with other divisions within our group who provide a related service, only where doing so facilitates the service you require from us.

We must draw to your attention that, in some circumstances, information may be transmitted to and stored on secure servers outside the EEA, for use only in connection with Volt's business activities. This happens when we engage with clients who use vendor management systems under which they want to access information regarding all temporary hires on one global computer system. In all cases we and the vendor management systems we use are either Privacy Shield registered (where data transfers to the US occur) or bound by terms at least as onerous as the protections granted under the Directives. Please see our Global Privacy policy for further information on

Privacy Shield. Unless notified otherwise, we assume your consent is given.

It is in your interest to let us have updated details whenever your circumstances change so that the information we hold is accurate and up to date. We will contact you from time to time to ask you to update your details. If we are unable to get in touch with you because your contact details are out of date or if we receive no response from you over a period of one year, we may delete your record from our database. If at any time, you wish to have us amend, update or delete the information we hold about you, please advise database@volt.eu.com.

We will not sell or otherwise pass on your personal data and confidential details to any third party without your prior consent unless there is a statutory requirement to do so. Data may however be processed by a data processor who has given an undertaking to comply with this policy.

You have a right to know about the information Volt holds about you by written request and on payment of a fee. Any such request should be made by email to database@volt.eu.com.

Our website may link to other websites and we wish to draw to your attention that we cannot be responsible with respect to privacy policies or data protection policies and procedures maintained or followed by the operators of such other websites.

Cookies

A cookie is a small text file which is often encrypted and which is located in browser directories. They are used by website owners to allow users to navigate their websites more efficiently and to allow them to advertise products to you which may of specific interest to you based on your historic use of that website.

As cookies have a function in the usability of websites, if you choose to disable cookies, this may reduce the functionality or entirely prevent the use of some websites. However, as cookies can store personal data about you, you have a choice whether or not to enable to dis-enable cookies for your use of a website.

If you require further details, please visit www.allaboutcookies.org or any other independent source of information on cookies. Volt's website primarily uses cookies to:

- aid in the online application process for jobs; and
- to store anonymous information about how you and other users utilize the site (such as which pages do you navigate to, how many visitors access the site, how you use the site from a recruitment perspective).

Volt does not capture or store any personal information about individuals who access this website, except where they voluntarily choose to give us their personal details by email or by registering with us on our database. In these cases, the personal information given is used strictly within the provisions of the Directives, as outlined above.

This Privacy Policy discloses practices for collection, use and protection of your personal information by Volt Information Sciences, Inc. and its subsidiaries, affiliates, and divisions (hereinafter collectively the “Company”).

Personal Information the Company Collects

In the course of its business, the Company collects personal information, which was given to or made available to the Company for an intended business function or purpose. The information may include a name combined with a unique identification number, including a social security and/or national identification number, home address, mailing address, e-mail address, social media identifier, driver’s license number, birthdate, country location, personal home, or cell/mobile telephone number(s), historical work or education information, compensation/benefits/pay rates, bank account information, pricing, medical or claims information and/or performance data (hereinafter collectively referred to as “Personal Information”).

Use and Disclosure of Your Personal Information

Personal Information is used in connection with the Company’s business, including providing services to our employment candidates, employees, customers and for other lawful purposes.

The Company does not disclose Personal Information except in the following instances:

- With the subsidiaries and affiliates within the Company, as needed;
- With your express consent;
- Where permitted and/or required by our customer/client agreements, including for billing purposes;
- To facilitate job opportunities for our candidates;
- With third party entities, vendors, consultants, agents and/or other service providers engaged to handle or manage some or all of the Personal Information on our behalf, who shall be required to protect Personal Information from dissemination and/or use;
- When we believe disclosure is appropriate to prevent physical harm or financial loss and/or when reasonably necessary to an investigation of suspected or actual illegal activities;
- When required and/or otherwise permitted by law;
- In response to lawful requests by public authorities, including to meet national security or law enforcement requirements;
- If you are a customer/client, the Company may share information with third parties, such as with a credit bureau or agency; and
- In connection with any merger, sale of Company assets or acquisition of all or a portion of the Company’s business or with respect to any Company financing.

Data Processing Outside Your Country

We may transfer your information and process it outside your country of residence to wherever Company or our clients or our third party data processors operate.

Privacy Shield

With respect to Personal Information associated with individuals located in European Economic Area (EEA) countries (“EEA Data Subjects”), the Company complies with the Data Protection Directive 95/46/ec as amended.

To the extent that Personal Information of EEA Data Subjects is transferred to the United States of America, the Company complies with the EU-U.S. Privacy Shield Framework as set forth by the U.S. Department of Commerce regarding the collection, use, and retention of Personal Information transferred from the EEA to the United States. The Company remains responsible for personal information that is shared under the Onward Transfer Principle with third parties for external processing on Company’s behalf.

The Company has certified to the Department of Commerce that it adheres to the Privacy Shield Principles. If there is any conflict between the terms in this privacy policy and the Privacy Shield Principles, the Privacy Shield Principles shall govern. To learn more about the Privacy Shield program, and to view our certification, please visit www.privacyshield.gov.

Notice of material changes to the use or transfer of your Personal Information incompatible with the purpose for which it was originally collected will be provided through our website or by other means so that you may review the changes before you continue your relationship with the Company. If you object to the changes, you must notify of us of your wish to sever your relationship with the Company; otherwise, your continuance of the relationship after the notice means that you are consenting to the changes.

The Company is subject to the investigatory and enforcement powers of the U.S. Federal Trade Commission to ensure compliance with the EU-US Privacy Shield principles outlined in this Privacy Policy.

In compliance with the EU-US Privacy Shield Principles, the Company commits to resolve complaints about your privacy and our collection or use of your personal information. JAMS will be the US-based independent organization responsible for reviewing and resolving complaints about our Privacy Shield compliance. We ask that you first submit any such complaints directly to us via Ciso@volt.com. If you are not satisfied with our response, please contact JAMS at <https://jamsadr.com/eu-us-privacy-shield>. In the event your concern still is not addressed by JAMS, you may be entitled to a binding arbitration under Privacy Shield and its principles.

Solicitations and/or Marketing Contacts

The Company does not sell, convey and/or communicate customer/client, business associate, supplier, vendor, employee and/or candidate Personal Information to third parties for purposes of direct mail, telemarketing, and/or related promotions, solicitations or marketing contacts.

Management of Personal Information

The Company uses a combination of reasonable security technologies, policies and procedures, and non-disclosure, confidentiality and/or other forms of agreement(s) to help protect your Personal Information from unauthorized access, destruction, use, modification or disclosure. In the event that local law in the country of disclosure or use of Personal Information is more stringent than the requirements set out in this policy, local law will prevail over this policy to the extent necessary to meet the requirements of that

legislation.

Changes to our Privacy Policy

The Company, in its sole and absolute discretion, reserves the right to supersede, modify, supplement, replace or eliminate this Policy, which shall be effective upon publication on the Company's website.

Requests to access and to make changes in Personal Information

In the event that any individual wishes to access, change, correct or amend inaccurate Personal Information and its treatment as covered by this Privacy Policy, he or she must submit a written request to Ciso@volt.com

Who to Contact About this Privacy Policy

Any questions or complaints regarding the Company's Privacy Policy should be directed to:

Volt Information Sciences, Inc.
1133 Avenue of the Americas
New York, NY 10036
Attn: Vice President, of Accounting Operations and
Risk Management Ciso@volt.com.