

Applicant Privacy Policy

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1. Purpose

McKean Defense values your trust and is committed to the responsible management, use and protection of personal data. This Applicant Privacy Policy (“**Policy**”) describes:

- Types and use of information collected during the application and recruitment process and why we collect it
- Application information retention policies
- Technologies used to conduct collection of application information
- Applicant’s rights regarding the access and correction of application information
- Security used to protect application information

2. Scope

This Policy describes our practices in connection with all the information that we collect through the Careers section of our website and offline in connection with your application for a job or internship with McKean Defense. Personal data submitted elsewhere on our websites will be used in accordance with our general online Privacy Policy.

3. Requirements

3.1 Information we Collect

Information You Provide

We may collect the following information from you in connection with your application:

- Name, address, telephone number, e-mail address and other contact information;
- Work authorization status;
- Social Security Number (for clearance purposes);
- CV, résumé, cover letter, previous work experience and education information;
- Skills;
- Professional and other work-related licenses, permits and certifications held;
- Information relating to references; and
- Any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, current salary, desired salary, awards or professional memberships).

We may ask questions about race/ethnic origin, gender, and disability of our applicants for monitoring equal opportunity. We also may inquire about criminal records where permitted by applicable law. Otherwise, we ask that you avoid submitting the following information, which may qualify as sensitive information under applicable law, except where such information is legally required: information on race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, veteran status, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings.

To the extent the personal data you provide contains details of the information referenced in the preceding paragraph or your job evaluations or educational records, you expressly authorize McKean Defense to handle such details for the purposes of your job application.

Any information you submit must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of

employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights.

If you provide us with personal data of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Information from Other Sources

McKean Defense may obtain information about you from your references or from a background check report in connection with your application, as permitted by applicable law.

3.2 Use of Information

We collect and process information about you for the following reasons:

1. Because you voluntarily provide this information;
2. Because this information is necessary to take steps at your request prior to entering an employment or internship relationship with McKean Defense;
3. Because this information is of particular importance to us and we have a specific legitimate interest under law to process it;
4. To comply with a legal obligation; or
5. Where necessary to protect the vital interests of any person.

Where the processing is based on your consent, you may withdraw your consent at any time to the extent permitted by applicable law.

The information that you submit will be used for McKean Defense personnel recruitment, management and planning purposes, as permitted by local law, including:

- To process your application;
- To assess your capabilities and qualifications for a job;
- To conduct reference checks;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding the Careers Site and changes to our terms and policies;
- To comply with or monitor compliance with any applicable law or regulation;
- To conduct background checks if we offer you a position, subject to applicable law; and

- To preserve our other legitimate interests, for example, for McKean Defense's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within McKean Defense.

The information about you will be added to McKean Defense's candidate database and may be used to consider you for opportunities at McKean Defense other than the one(s) for which you apply. If you do not wish us to do this, please email: hr@mckeandefense.com. If we hire you, personal data we collect in connection with your application may be incorporated into our human resources system and may be used to manage the new-hire process; any such information may become part of your employee file and may be used for other employment-related purposes.

McKean Defense may also use the information as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect our operations; (f) to protect our rights, privacy, safety or property, and yours or others'; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

Providing personal data to us is voluntary. However, if you do not provide sufficient information, McKean Defense may be unable to consider your employment application or, if you are hired, your subsequent promotion, transfer or relocation.

3.3 Disclosure of Personal Data

McKean Defense will make the information available to personnel with a business need to know the information, including personnel in the recruiting, human resources and information technology departments, and in the department responsible for the position for which you are applying.

McKean Defense may share personal data with our third-party service providers who provide services such as hosting and operating the Careers Site, recruiting assistance, background check processing, and similar services.

McKean Defense also may share personal data as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect our operations; (f) to protect our rights, privacy, safety or property, yours or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

McKean Defense may transfer information to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of

our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

3.4 Data Retention

We will retain personal data for the period necessary to fulfill the purposes outlined in this Policy unless a longer retention period is required or permitted by law. We may also retain your information for the purpose of considering whether your skills are suitable for other opportunities. If you do not wish us to do this, please email hr@mckean-defense.com. We may remove personal data for inactive accounts from our database, subject to any applicable legal or regulatory obligations. Furthermore, McKean Defense may delete personal data about you (including your CV/résumé) from our database at any time and without providing any reason. Therefore, please retain your own copy of the personal data provided to us.

3.5 Access and Correction

If you register on the Careers Site, you may access, review, and change your personal data stored therein by logging into the Careers Site and updating your account information. To change personal data that you have already submitted for consideration for a specific position, please update your profile and resubmit your application for that position. We encourage you to promptly update your personal data if it changes or is inaccurate.

3.6 Data Collection and Processing

We collect and process your personal data where it is necessary in order to take steps, at your request, prior to our potentially entering an employment relationship with you.

We may also seek your consent to process your personal data in specific circumstances or process it where necessary to comply with a legal obligation or for purposes connected to legal claims. If we use your information to improve our application or recruitment process, we do so on the basis that it is in our legitimate interests to ensure we recruit the best possible candidates.

3.7 Security

We seek to use reasonable organizational, technical and administrative measures to protect personal data within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure (for example, if you feel that the security of any account you might have with us has been compromised), please immediately notify us of the problem by contacting us in accordance with the 'Contact Us' section below.

Do not send sensitive information to us via email. It is your sole responsibility to use the appropriate level of care whenever you communicate with us.

McKean Defense hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliates and contractors for any personal data we collect in connection with your

application that is lost, misused, illegally accessed, disclosed, altered or destroyed or not timely delivered to our Careers Site.

3.8 Law Applicable to Job Application

The Careers Site allows you to apply for jobs, as a benefit of McKean Defense's centralized recruitment function. The Careers Site is operated from the United States. Accordingly, any personal data you submit to the Careers Site will be collected in the United States and will be subject to U.S. laws.

3.9 About Children

The Careers Site is not intended for minors under the age of 16.

3.10 McKean Defense Personnel

If you currently work for McKean Defense you must be eligible to apply for a different position within McKean Defense to use the Careers Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

4. Changes to the Policy

We reserve the right to amend this Policy at any time in order to address future developments of McKean Defense Careers Sites or changes in industry or legal trends. We will post the revised Policy on the Careers Sites. You can determine when the Policy was revised by referring to the "Last Updated" legend on the top of this Policy. Any changes will become effective upon the posting of the revised Policy on the Careers Sites. By continuing to use the Careers Sites following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Policy, in whole or part, you can choose to not continue to use the Careers Sites.

5. Contact Us

If you have questions or requests, please feel free to contact us at hr@mckean-defense.com.