**Recruitment Privacy Notice**

Thank you for your interest in a position at Warner Bros. This privacy notice explains how we use the personal data you submit when applying for a role or otherwise submit your personal data to us for consideration for future opportunities.

All references to “we”, “our” or “us” in this privacy notice refer to the Warner Bros. entity at which you have applied for a role.

**What personal data do we collect?**

The personal data we collect depends on what information you submit as part of the application process. We may also collect additional information that you provide during phone calls, interviews or follow-up communications.

We do not actively collect sensitive categories of personal data (e.g. race, ethnicity, sexual orientation, religion, disability or medical information). However, if you choose to submit sensitive personal data, please be aware that this may be processed on our systems.

Whenever possible, we will collect personal data directly from you. However, on some occasions, we may obtain personal data relating to you (such as contact details and details of your professional experience or qualifications) from third parties (such as a recruitment agent) or one of the referees that you have provided in your application.

**How do we use your personal data?**

We process your personal data to assess your suitability for the role that you have applied for or roles we are seeking to fill and to manage the recruitment process (including communicating with you, scheduling, arranging travel or reimbursing expenses, etc.), which is in our legitimate interests.

With your permission, we may include your personal data in a recruitment database so that we can contact you about future roles which may be suitable for you.

If you are offered a job, personal data collected during the recruitment stage will be used to facilitate the on-boarding process.

**Who do we share your personal data with?**

As we are part of the Time Warner Inc. group of companies, we may share your personal data with other entities in the group; in particular, other Warner Bros. HR teams.

We may also share your personal data with other companies, organisations and/or individuals (which may include third party service providers) for the purposes of (i) our internal recruitment activities; (ii) operating our recruitment websites and portals; and/or (iii) complying with our obligations under any applicable laws and/or as required by a court of law.

Some of these processes may require that your personal data is stored or processed internationally, where data protection rules may be different. In such cases, we implement measures to protect your personal data as required by applicable laws. For personal data originating in the EU, we will implement EU Standard Contractual Clauses or rely upon our service providers participating in an EU approved international data transfer mechanism, including the EU-U.S. Privacy Shield Framework or the adoption of Binding Corporate Rules.

**How long do we retain your personal data?**

We will usually keep your personal data for a reasonable period of time after you supply the same to us which shall be up to six months.

We may ask for your permission to keep your personal data for longer (for example, to consider you for similar roles in the future), and we will only do so if you agree and until you let us know otherwise.

**Your rights**

You have a right to access your personal data; to request that it be updated, deleted and/or restricted; and object to its processing upon the grounds of legitimate interests by contacting us at DPGroup@wbtvpuk.co.uk.

You also have a right to lodge a complaint with your local data protection authority.