

Data Privacy Consent Notice for Human Capital Services

In this Data Privacy Consent Notice for Human Capital Services, the Ernst & Young member firm engaged to provide you with human capital services, and the other member firms of the global Ernst & Young organization shall, unless otherwise stated, be referred to herein as "Ernst & Young."

Ernst & Young will perform certain Human Capital services ("Services") for you and, if applicable, for your spouse or spousal equivalent and other family members (each referred to as "you"), as agreed in the engagement letter with your employer or one of its affiliates (collectively "your employer") and provided to you under their Human Capital services program. The scope of Services provided to you will be advised to you either in writing by your employer and/or Ernst & Young or discussed with you by your Ernst & Young contact.

Ernst & Young may also provide certain services to your employer under your employer's Human Capital services program (also referred to herein as "Services").

In performing Services for you and for your employer, Ernst & Young may process personal data relating to you, including sensitive personal data such as race or ethnic origin, political opinions, religious beliefs, trade union memberships, physical or mental health, sexual life, criminal proceedings, Social Security numbers or other government-issued identification numbers, and financial account information, in connection with completing appropriate tax filings. In doing so, Ernst & Young will comply with applicable privacy laws and its privacy policies.

For Services rendered by Ernst & Young from or through an Ernst & Young member firm in the European Union, Ernst & Young will nominate one entity to act as the data controller (as defined by the European Union Directive – 95/46/EC and as implemented by the respective member countries) and will process your personal data for the purposes of providing you and your employer with the Services.

If at anytime you would like Ernst & Young to stop processing your personal data please write to your usual Ernst & Young contact, giving your name, address and the name of your employer.

In providing the Services, Ernst & Young may transfer your personal information between countries in which Ernst & Young member firms operate, including in countries located outside the European Union. The purpose of transferring your personal data between Ernst & Young member firms is to maintain quality and provide an efficient service as required by the engagement with your employer. Although privacy laws may vary by jurisdiction, and may provide less or different protection than those of your home country, Ernst & Young requires that all member firms of the global Ernst & Young organization observe Ernst & Young policies concerning privacy and security of your personal information, and Ernst & Young employs security systems designed to protect your personal information against unauthorized access, use and disclosure. If you would like further information on the way in which Ernst & Young processes and protects your personal data, or you would like to access and correct your personal data, please write to your usual Ernst & Young contact.

Consent

To the extent necessary to provide the Services to you and to your employer, you hereby authorize Ernst & Young to:

- (a) obtain from you, or from your employer, personal data in relation to you which could, for example, include your employment income (collectively, your "Data");
- (b) disclose Data to your employer or its appointed agent;
- (c) disclose (if applicable) Data, including non-employment data, to your spouse and other family members;
- (d) disclose Data to relevant authorities (which could include tax or immigration authorities, depending on the nature of the services being provided to you);
- (e) disclose Data between member firms of Ernst & Young (including Ernst & Young centralized processing centres) which may also be used for review by Ernst & Young quality review teams to monitor the quality of the Services;

- (f) transfer to, process and store Data outside of the EU (wherein an adequate level of data protection is ensured by Ernst & Young through appropriate measures such as data transfer agreements and/or data protection policies);
- (g) retain adequate documentation of the file in line with applicable laws and professional standards after termination of the Services; and
- (h) transfer limited personal contact information to research companies (who are under contractual obligation not to disclose such information) to ask you for your opinion on our work and thereby improve the quality of our services to you.

Please note that your consent to disclose Data to your employer given in (b) above is granted for the sole purpose of providing the Services to you and your employer and will only include non-employment data if required to explain tax equalization calculations (or the like) if applicable.

If you provide Ernst & Young with personal data relating to other family members or your spouse, you hereby represent that you have explicitly informed them of the potential processing of their sensitive personal data and have all necessary authority and/or have obtained all necessary consents from those family members to enable Ernst & Young to process their personal data to the extent permitted by and in compliance with the terms of this consent notice.

This consent notice shall be governed by, and construed in accordance with, the laws of the country as stated in the engagement letter between Ernst & Young and your employer for Human Capital Services.

Acknowledgment

I acknowledge and agree to the terms contained in this consent notice, which shall be effective for the whole period Ernst & Young is engaged to provide the services to me.

G. Nagaraju
Signature

NAGARAJU GUNJI
Name (please print)

27/12/2017
Date