

Company Applicant Privacy Notice

Last Updated: April 23, 2026

Welcome to the Frazer Nash Careers Site (the “Site”). The Site serves as the centralized career application portal for Frazer Nash and its corporate affiliates (collectively, “we”, “us”, or the “Company”). The Company is a global leader in partnering with government and industry clients to provide purposeful and comprehensive solutions. Because we gather personal information when recruiting the outstanding talent needed to fulfill our mission, we want to help you understand our practices surrounding the collection, use, and disclosure of your personal information.

Equal Employment Opportunity Statement

The Company is an equal employment opportunity employer. The Company does not discriminate against any applicant or employee on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable national, federal, state, or local laws. The Company also prohibits harassment of applicants and employees based on any of these protected categories.

Scope of This Notice

This Privacy Notice applies only to information collected for recruitment purposes through the Site and from other sources. The other sources might include information that you provide other than through the online application page as well as information obtained, for example, from prior employers, other references, pre-employment screening providers, and educational institutions. This Notice does not apply to any other site or page that we own or operate, which, consistent with applicable law, may have their own privacy notices.

This Privacy Notice addresses the following topics:

1. [Personal Information We Collect About You](#)
2. [Sources of Your Personal Information](#)
3. [How We May Use Your Personal Information](#)
4. [How We May Disclose Your Personal Information](#)
5. [Retention of Your Personal Information](#)
6. [International Transfers of Your Personal Information](#)
7. [Security For Your Personal Information](#)
8. [How to Access, Correct, or Delete Personal Information in Your Account](#)
9. [Jurisdiction-Specific Information](#)
 - European Union, Switzerland and United Kingdom
10. [Changes to this Notice](#)
11. [Inquiries and Concerns](#)

1. Personal Information We Collect About You

If you choose to apply for a position with us, the categories of personal information that we may collect about you through the online application and other sources are listed below. Please remember that you are responsible for providing information that is accurate, complete and up to date when you disclose information to us during the application process.

<ul style="list-style-type: none">• Identifiers: First and last name, postal address, telephone number, e-mail address, Internet Protocol (IP) address, and signature.
<ul style="list-style-type: none">• Professional or Employment-Related Information: We may collect your resume and information about your employment history (e.g., dates of employment and last position held), educational history (e.g., degrees earned, certifications obtained), professional licenses and/or certifications, and any information you disclose through your LinkedIn or similar profile.
<ul style="list-style-type: none">• Internet or Other Similar Network Activity: We may collect information regarding your interaction with the Site, including through the use of cookies. Please review our Cookies Notice on our website to learn about the information we collect automatically using cookies when you visit the Site. If you visit our offices during the recruitment process and use our guest WiFi, we may collect information about that use, such as type of device used and start/stop time. We also may collect information from your publicly available social media content (other than LinkedIn).
<ul style="list-style-type: none">• Non-Public Education Information: non-public educational information (e.g., transcripts, educational discipline records, academic counseling records)
<ul style="list-style-type: none">• Medical information: If the Company conducts a post-offer medical examination or if you request an accommodation in connection with the hiring process, we may collect medical information about you.
<ul style="list-style-type: none">• Commercial Information: information related to travel, parking, or other logistics related to applying and interviewing

- **Other Information Submitted With Your Online Application:** any personal information submitted as part of your response to our questions (e.g., asking why you chose to apply for a position with the Company, your eligibility to work in the country where you reside, your salary expectations)

Information About Protected Categories

You may have the opportunity to provide information about protected categories, e.g., gender, race/ethnic origin, and/or veteran status, in order for us to conduct equal opportunity monitoring. The provision of this information is entirely voluntary. If you decline to provide this information, your application(s) will not be affected in any way. If you do choose to provide this information, you consent to our using it for equal employment opportunity monitoring purposes. This information will not be used to evaluate your application for employment and also will not be used to infer any characteristics about you.

Except as described above, we will not request or otherwise collect information about your health, race or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, or sexual orientation or your genetic information or biometric information through the on-line application or during the application process unless the law, as an exception, requires or permits us to do so (for example, to administer a contract with a trade union). We, or a third-party background check company under our direction, may check criminal history records for information about criminal convictions, but only if and to the extent permitted by applicable law.

2. Sources of Your Personal Information

We may collect the categories of personal information listed above from the following sources:

- **You**, for example, in your job application, forms you fill out for us, assessments you complete, surveys you complete, and any information you provide us during the course of your application and interview process.
- **Vendors and service providers**, for example, recruiters, candidate management service providers, LinkedIn
- **Third parties**, for example, prior employers, job references, affiliated companies, professional employer organizations or staffing agencies.
- **Public internet sources**, for example, job-related social media platforms, job boards, public profiles, and other public online sources
- **Public records**, for example, court records, and credentialing and licensing organizations.
- **Automated technologies** on Company's electronic resources, for example, to track logins and activity on Company's Careers site.
- **Surveillance/recording technologies installed by Company**, for example, video surveillance in common areas of Company facilities, voicemail technologies, webcams, and audio/video recording technologies with consent to the extent required by law

- **Government or administrative agencies**, for example, law enforcement or public health authorities.
- **Acquired company**, if Company acquired your employer, Company might collect personal information from that employer

3. How We May Use Your Personal Information

We will use the information that we collect about you for purposes of the application process, including:

Recruiting

- To evaluate your qualifications or suitability for employment with Company
- To communicate with you
- To check your references
- To conduct a pre-employment or criminal history background check
- For identification purposes
- For diversity and inclusion purposes where permitted by applicable law
- For recordkeeping purposes
- To demonstrate your agreement to, or acceptance of, documents presented to you, (e.g., pre-employment arbitration agreement, acknowledgment of employment application, offer letter)
- To evaluate and improve the recruiting process
- To comply with our legal obligations and to defend against administrative charges or legal claims

If you visit our facilities

- To make travel arrangements
- To reimburse travel expenses
- To managed access to the facility
- To issue a security badge
- To maintain security during the visit.
- To monitor your use of the corporate Internet access if you connect to our guest WiFi during a visit to our offices

You may choose to receive automated emails about positions within Company at the e-mail address you provided informing you of positions that may fit your profile. To stop receiving these emails at any time, you can click the "unsubscribe" link at the bottom of these emails.

If you are not hired for the position for which you initially apply, we may use the information that we collect about you through the recruiting process to evaluate your suitability for future job openings. Based on that evaluation, we may use your personal information to contact you to find out whether you are interested in applying for new job openings.

4. How We May Disclose Your Personal Information

Company will not sell, lease, or license your personal information to any third party. There are limited circumstances when Company may disclose the personal information we collect about you to third parties, most notably:

- **Service Providers:** We may, for example, retain a service provider to host all or portions of this Site, to help maintain and manage our databases, to assist in the recruiting process, or to conduct pre-employment screening. Service providers will be permitted to use your personal information only for the purpose(s) for which it was disclosed to them and in accordance with the Company's instructions. Service providers generally will be located only in the United States or in the country where you are applying for a position;
- **Corporate Affiliates:** With affiliated companies, such as grandparent, parent and/or subsidiary corporations, for their recruitment, recordkeeping and/or reporting purposes;
- **Required By Law:** When required by law, such as when we respond to subpoenas, court orders, legal process, or a discovery request in civil litigation;
- **Legal Violations:** If we believe that your actions violate applicable law, or threaten the rights, property, or safety of our Company, our users, or others;
- **Corporate Transactions:** If we sell some or all of our business (or have other corporate transactions), we may disclose all of the information that we have collected about you to a purchaser (or other similar business entity) or, in due diligence, to a potential purchaser (or other similar business entity), but subject to a confidentiality agreement.

Company will make such disclosures only as permitted by applicable data protection laws.

5. Retention Of Your Personal Information

If Company hires you, the information that you submitted through the online application and the information that we collect during the application process will become part of your personnel file and may be used to administer the employment relationship and for related reporting and recordkeeping purposes. Company will retain this information for the entire duration of your employment relationship with the Company and for the period thereafter identified in the Company's Global Records Retention Schedule, which is available on the Company's corporate intranet.

Company will retain the information of applicants for purposes of potential future opportunities except as limited by applicable law. These records will be retained for our internal recordkeeping and reporting purposes. During that time, we may use your personal information to consider you for positions in addition to the position(s) for which you initially applied. If you wish to request deletion of your personal information, you can contact datamanagement@fnc.co.uk.

6. International Transfer of Your Personal Information

If you are applying for a position with us from outside the United States, the personal information that we collect about you in the recruitment process will be transferred to,

and stored on, our servers, located in the United States and on servers maintained by our recruitment service provider, Phenom, in the U.S. Authorized employees of the Company and/or affiliated companies at locations outside the United States may have access to your personal information as part of the recruitment process. These employees may use and disclose your personal information only for recruitment purposes, and must handle that information in accordance with this Privacy Notice and applicable data protection laws and guidance. The data protection laws where these companies are located may be less stringent than the laws of your home country. Contact details of the KBR corporate group members (collectively, "Group Members") that may access your personal information can be found on the kbr.com homepage under "Locations."

If you reside in a country that restricts cross-border data transfers, the Company relies on your consent for the transfer of your Personal Data outside your country of residence unless an alternative or additional data protection mechanism is required by applicable law.

If you reside in the European Economic Area, Switzerland, or the United Kingdom, please refer to Section 9, below, for additional information applicable to you.

7. Security For Your Personal Information

We want you to feel confident about providing your personal information through the online application page, so we have implemented a security program to keep information that is transmitted to our systems protected from unauthorized access. Your submissions of information to our secure server are protected by Hypertext Transfer Protocol Secure ("HTTPS") and Transport Layer Security (TLS) technology, utilized by many popular browsers to safeguard transmissions. This technology allows us to use encryption tools to protect information transmitted between your computer and our server. After we have received your information, access to it is limited to employees with a need to know.

While we strive to protect your personal information, we cannot guarantee the security of any information that you submit through the online application, and you do so at your own risk.

8. How to Access, Correct, or Delete Your Personal Information in Your Account

You can access, update, correct or delete your account information and any information in your profile by using the functions on the online application page. If you would like to request deletion of your personal data, you can contact datamanagement@fnc.co.uk.

9. Jurisdiction-Specific Information

European Economic Area, United Kingdom, and Switzerland

Identification of the Controller

The data controller of your personal information is the Group Member to which you are applying for employment.

Your Data Rights

To the extent provided by applicable law and subject to any relevant exceptions, you may be able to exercise the following rights:

- **Access:** The right to request access to your personal information maintained by the Company.
 - More on the right of access: European Individuals' right to access their personal information includes their right to receive a copy of all, or a portion, of their personal information in Company's possession as long as Company's providing the personal information would not adversely affect the rights and freedoms of others.
- **Rectification:** The right to request that Company update or correct your personal information that is outdated or inaccurate.
- **Deletion:** The right to request that Company to delete/erase your personal information.
- **Restrict Processing:** The right to request restriction of processing of your personal information in certain situations, such as while a dispute concerning the accuracy of personal information is being resolved.
- **Data Portability:** The right to request that Company transfer your personal information to a third party.
 - *More on the right to information portability:* Subject to certain limitations, the right to information portability allows you to obtain from Company, or to ask Company to send to a third party, a copy of your personal information in electronic form that you provided to Company in connection with your interactions with Company.
- **Objection:** The right to object to the processing of your personal information.
 - *More on the right to object:* The right to object when processing of your personal information is based solely on Company's legitimate interests. If you do object in these circumstances, the processing of your personal information will be stopped unless there is an overriding, compelling reason to continue the processing or the processing is necessary to establish, pursue or defend legal claims.
- **Withdraw Consent:** The right to withdraw your consent to the processing of your personal information, at any time, where you previously consented to the processing of your personal information.
 - More on the right to withdraw consent: Any withdrawal shall not affect the lawfulness of processing based on your consent before its withdrawal, and Company will continue to retain the personal information that you provided us before you withdrew your consent for as long as allowed or required by applicable law.

Submitting Complaints: If you have a complaint about how we have processed your personal information, you may submit it to us via DataPrivacy@kbr.com. Please clearly describe your concerns and include your preferred contact details. We will aim to respond promptly. If you are not satisfied with our response to your complaint or otherwise believe that your personal information has been processed in violation of

applicable data protection law, you may lodge a complaint with the competent supervisory authority in the country where you reside, where you work, or where the alleged violation occurred.

How To Exercise Your Data Rights

You can contact DataPrivacy@kbr.com to request to exercise your data rights. Company will respond to requests to exercise individual data rights in accordance with applicable law. Company will recognize any additional rights you may have under applicable law, but it has no obligation to grant you more rights than applicable law provides.

Lawful Basis For Processing

Where applicable data protection law requires a lawful basis for collecting, using and otherwise processing your personal information, the Company relies on several grounds for processing your personal information, including, as applicable:

- Enter an Employment Agreement: For most personal information, the processing is necessary for the Company to determine whether to enter into an employment agreement with you where applicable law requires an employment agreement.
- Required By Law: In certain circumstances, for example, where an applicant requests an accommodation for a disability, the processing will be required to comply with applicable law.
- Legitimate Interests: Where the grounds above do not apply and local law permits, we process your personal information as may be necessary to pursue our legitimate interests in recruiting and hiring suitable personnel.
- Consent: Where none of the lawful grounds for processing listed above is applicable or where applicable law requires it, we rely on your consent to process your personal information. By submitting your personal information through this website and/or affirmatively indicating your consent, you consent to the use, disclosure, and transfer of your personal information as described in this Notice. For information about withdrawing your consent, please see above.

You are not required to submit any personal information to us by contract, by the law applicable to you, or for any other reason. However, if you choose not to submit your personal information or otherwise not to consent to the processing of your personal information, we may not be able to consider you for employment.

International Transfers of Your Personal Data

The information below supplements the information in Section 6 of this Notice.

No Automated Decision-Making

Company will not use applicants' personal information for automated decision-making, including profiling, that produces legal effects or similarly significantly affects applicants.

Data Protection Officer

Germany: You can contact the data protection officer at DataPrivacy@kbr.com, which can provide you with updated contact information specific to the DPO for the company to which you are applying.

European Economic Area, United Kingdom, and Switzerland

The information in this section applies to applicants who reside in the European Economic Area (EEA), the United Kingdom (UK), and Switzerland (collectively, “Europe”). Applicants in Europe (“European Applicants”) are not required by statute or by contract to provide any Personal Data to the Site. However, the Company may not be able to consider for employment European Applicants who choose not to submit any information to the Site.

International Transfers of Your Personal Data

The information below supplements the information in Section 6 of this Notice.

The Company has taken steps to ensure an adequate level of protection for your transferred personal information through Standard Contractual Clauses (the “SCCs”) to which KBR, its U.S. subsidiaries and its subsidiaries in the EU, Switzerland and the UK are parties. You may obtain a copy of the SCCs by submitting a request to DataPrivacy@kbr.com.

10. Changes to This Notice

Company may change this Privacy Notice from time to time in its sole discretion. If we make a change to this Notice, we will inform you by posting a notice on this Site. Those changes will go into effect on the effective date posted in the revised notice. The new policy will apply to all current and past users of the online application page and to all information collected before the date of the change. The new policy will replace any prior policies that are inconsistent. Please check periodically for changes to this Notice, and especially before you provide any personal information to us. If we will materially change how we use, disclose or otherwise process your personal information, we will notify you before doing so and, where required by applicable law, obtain your consent before using, disclosing or otherwise processing your personal information other than as described in this Notice.

11. Inquiries and Concerns

Please direct any questions or concerns you may have about this Privacy Notice to DataPrivacy@kbr.com.