

What is the purpose of this document?

- Vectrus is committed to protecting the privacy and security of your personal information.
- This privacy notice describes how we collect and use personal information about you during and after your working relationship with us, in accordance with the European Union General Data Protection Regulation (“GDPR”).
- It applies to all employees, workers, contractors, candidates and individuals working for customers of Vectrus.
- This notice applies to the entire Vectrus organization, including subsidiaries (the “organization”).

Vectrus is a "data controller." This means that we are responsible for deciding how we hold and use personal information about you. We are required to notify individuals subject to GDPR of the information contained in this privacy notice.

This notice does not form part of any contract of employment, a contract to provide services, or any other contract. We may update this notice at any time.

It is important that you read this notice, together with any other privacy notice we may provide on specific occasions when we are collecting or processing personal information about you, so that you are aware of how and why we are using such information.

Data Protection Principles

We will comply with data protection law. In general, personal information we hold about you must be:

1. Used lawfully, fairly and in a transparent way.
2. Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
3. Relevant to the purposes we have told you about and limited only to those purposes.
4. Accurate and kept up to date.
5. Kept only as long as necessary for the purposes we have told you about.
6. Kept securely.

The kind of information we may hold about you

- Personal data, or personal information, means any information about an individual from which that person can be identified. It does not include data where the identity has been removed (anonymous data).

- There are "special categories" of more sensitive personal data which require a higher level of protection.

Depending on the circumstances, we may collect, store, and use the following categories of personal information about you:

- Personal contact details such as name, title, addresses, telephone numbers, and email addresses
- Date of birth
- Gender
- Marital status and dependents
- Next of kin and emergency contact information
- Social Security / National Insurance number
- Bank account details, payroll records and tax status information
- Salary, annual leave, and benefits information
- Start date(s) of job roles
- Location of employment or workplace
- Copy of identity documents, such as passport, driving license, utility bills
- Recruitment information (including copies of right to work documentation, references and other information included in a CV or cover letter or as part of the application process)
- Employment records (including job titles, work history, working hours, training records and professional memberships)
- Salary/payments history
- Performance information
- Disciplinary and grievance information
- Other information obtained through electronic means such as telephone recordings, email usage data, internet usage data and timesheet records
- Information about your use of our information and communications systems
- Photographs

We may also collect, store and use the following "special categories" of more sensitive personal information:

- Information about your health relevant to your work, including, for example, any medical condition, health and sickness records
- Information about criminal convictions and offenses as part of a recruitment process, ongoing employment, or security clearance reasons

How may your personal information be collected?

We may collect personal information about employees, workers, contractors, candidates and individuals at customers or potential customers of ours in a number of different ways. Most information is collected directly from you. This includes through an application and recruitment process, either directly from candidates or sometimes from another employment agency or background check provider. We may sometimes collect information from third parties including

former employers, credit reference agencies, or other background check agencies, but we only perform these checks with your permission. Individuals working for our customers may provide us with their contact details as part of a discussion about our services. We may also collect personal data that is publicly available on websites such as jobs boards, LinkedIn, or similar recruitment-related websites. We may use third-party applications, which source their data from publicly-available websites.

We may collect additional personal information in the course of job-related activities throughout your employment.

How we may use information about you

Vectrus will never sell or rent your personal information. We will only use your personal information for lawful purposes. Most commonly, we may use your personal information in the following circumstances:

- Where we are taking steps at your request prior to entering into a contract
- Where we need to perform a contract that we have entered into with you
- Where we need to comply with a legal obligation
- Where it is necessary for our legitimate interests (or those of a third party) and your interests, and fundamental rights do not override those interests
- We may also use your personal information in the following situations, which are likely to be rare:
 - Where it is necessary to protect the vital interests of you or another person
 - Where it is needed in the public interest or for official purposes

Situations in which we may use your personal information

We may need the categories of information (in the section 'The kind of information we hold about you') for the reasons set out above ('How we may use information about you'). Primarily, this will be where we are administering your employment, taking steps at your request prior to entering into a contract, and to perform a contract we have entered into with you (or your employer or a company related to you).

The situations in which we may process your personal information are listed below. The list below indicates the categories of data which may be involved in processing your personal information (depending on the circumstances). The list also indicates, by numbers at the end of each category corresponding to the list in the box above 'How we may use information about you', the purpose or purposes for which we may process your personal information (depending on the circumstances).

- Making a decision about your recruitment or appointment [1]
- Determining or agreeing with you (or your employer or a company related to you) the terms on which we work together [1]
- Checking that you are legally entitled to work in the specific country of assignment [1]
- Paying you and, if you are an employee, deducting tax and Social Security / National Insurance contributions [2]

- Providing contractual benefits to you [2]
- Liaising with our insurance providers [2]
- Administering the contract or employment relationship we have entered into with you [2]
- Business management and planning, including accounting and auditing [2], [3], [4]
- Conducting performance reviews, managing performance and determining performance requirements [2]
- Making decisions about salary reviews and compensation [2]
- To assess your suitability for potential roles with customers [1], [2], [4]
- To contact you about a potential role with a customer [1], [2], [4]
- To contact you about your service requirements [1], [2], [4]
- To propose a candidate for a role on a contract (either on a temporary or permanent employment basis) with our customers [1], [2], [4]
- Assessing qualifications for a particular job or task, including decisions about promotions [1] [2]
- Gathering evidence for possible grievance or disciplinary hearings [2]
- Making decisions about your continued employment or engagement [1], [2], [3]
- Making arrangements for the termination of our working relationship [2], [3]
- Education, training and development requirements [2], [3]
- Dealing with legal disputes involving you, or other employees, workers and contractors, including accidents at work [2], [3]
- Ascertaining your fitness to work [1], [2], [3]
- Managing sickness absence [2], [3]
- Complying with health and safety obligations [2], [3]
- To prevent fraud [1], [2], [3]
- Equal opportunities monitoring [1], [2], [3]
- To contact you with information about our services [1], [2], [4]
- To monitor your use of our information and communication systems to ensure compliance with our IT policies [1], [2], [3]
- To ensure network and information security, including preventing unauthorized access to our computer and electronic communications systems and preventing malicious software distribution [1], [2], [3]
- To conduct data analytics studies to review and better understand employee retention and attrition rates [4]
- To comply with contractual requirements from our customers, including the US government, as well as internal and external auditors [2], [3], [4], [6]
- To comply with physical and industrial security requirements, including security clearance requirements [1], [2], [3], [4]

Some of the above grounds for processing will overlap and there may be several grounds which justify our use of your personal information.

If you fail to provide personal information

If you fail to provide certain information when requested, we may not be able to perform the contract we have entered into with you (such as paying you or providing a benefit), or we may be prevented from complying with our legal obligations (such as to ensure the health and safety of our workers).

Change of purpose

We will only use your personal information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If we need to use your personal information for an unrelated purpose, we will notify you and we will explain the legal basis which allows us to do so.

We may process your personal information without your knowledge or consent where this is required or permitted by law.

How we may use special categories of personal information

"Special categories" of sensitive personal data require higher levels of protection. We need to have further justification for collecting, storing and using this type of personal information. We may process special categories of personal information in the following circumstances:

1. Where we need to carry out our legal obligations or exercise specific rights (either yours or ours) related to employment and in line with our data protection policy
2. Where it is needed in the public interest, such as for equal opportunities monitoring, in relation to our benefits scheme, and in line with our data protection policy
3. Where it is needed to assess your working capacity on health grounds, subject to appropriate confidentiality safeguards
4. In limited circumstances, with your explicit written consent

Less commonly, we may process this type of information where it is needed in relation to legal claims or where it is needed to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public.

Our Obligations as an employer

We may use special categories of personal information in the following ways:

- We may use information relating to leaves of absence, which may include sickness absence or family related leave, to comply with employment and other laws
- We may use information about your physical or mental health, or disability status, to ensure your health and safety in the workplace and to assess your fitness to work, to provide appropriate workplace adjustments, to monitor and manage sickness absence and to administer benefits

- We may use information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual orientation, to ensure meaningful equal opportunity monitoring and reporting

Do we need your consent?

We do not need your consent if we use special categories of your personal information in accordance with our written policy to carry out our legal obligations or exercise specific rights in the field of employment law. In limited circumstances, we may approach you for your written consent to allow us to process certain particularly sensitive data. If we do so, we will provide you with full details of the information that we would like and the reason we need it, so that you can carefully consider whether you wish to consent. You should be aware that it is not a condition of your contract with us that you agree to any request for consent from us.

Information about criminal convictions

We may only use information relating to criminal convictions where the law allows us to do so. This will usually be where such processing is necessary to carry out our obligations and provided we do so in line with our data protection policy.

Less commonly, we may use information relating to criminal convictions where it is necessary in relation to legal claims, where it is necessary to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public.

We anticipate that we may hold information about criminal convictions.

We will only collect information about criminal convictions if it is appropriate given the nature of the role and where we are legally able to do so. Where appropriate, we will collect information about criminal convictions as part of the recruitment process or we may be notified of such information directly by you in the course of you working for us. We may use information about criminal convictions and offences to consider your suitability for a role with customers or with us.

Data Sharing

We may have to share your data with third parties, including third-party service providers and other entities in the group.

We require third parties to respect the security of your data and to treat it in accordance with the law. We may transfer your personal information outside the EU.

If we do, you can expect a similar degree of protection in respect of your personal information.

Why might we share your personal information with third parties?

We may share your personal information with third parties where required by law, where it is necessary to administer the working relationship with you, or where we have another legitimate interest in doing so.

Which third-party service providers process my personal information?

"Third parties" includes third-party service providers (including contractors and designated agents) and other entities within the Vectrus organization. The following activities are carried out by third-party service providers: payroll, benefits provision and administration, information technology services, and recruitment services.

How secure is your personal information with third-party service providers and other entities in our organization?

All our third-party service providers and other entities in the organization are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

When might you share my personal information with other entities in the organization?

We may share your personal information with other entities in our group as part of our regular reporting activities on company performance, in the context of a business reorganization or group restructuring exercise, for system maintenance support and hosting of data, or where we consider that another entity in the organization is better placed to consider your suitability for a potential role.

What about other third-parties?

We may share your personal information with other third parties, including the United States government for contractual purposes. We may also need to share your personal information with a regulator or to otherwise comply with the law.

Transferring information outside the European Union

We may transfer the personal information we collect about you to the United States, Greenland, or other countries depending on your assignment.

However, to ensure that your personal information does receive an adequate level of protection, we have put in place legally binding agreements that are approved by the European Union that

contractually bind parties to these agreements to protect your data. This includes companies within the Vectrus organization.

Data security

We have put in place measures to protect the security of your information, for example to backup and protect the integrity of our electronic communications and data storage systems. Details of these measures are available upon request.

Third parties may only process your personal information on our instructions and where they have agreed to treat the information confidentially and to keep it secure.

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorized way, altered, or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a verified business need to know. They may only process your personal information on our instructions and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

Data retention

For how long will you use my information?

We will only retain your personal information for as long as necessary to fulfil the purposes for which we collected it, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements.

In some circumstances we may anonymize your personal information so that it can no longer be associated with you, in which case we may use such information without further notice to you. Once you are no longer an employee, worker, contractor or candidate of the company or an individual working for our customers, we will retain and securely destroy your personal information in accordance with applicable laws and regulations.

Policies relating to the retention of your data are governed by the Vectrus Data Retention Policy.

Rights of access, correction, erasure, and restriction Your duty to inform us of changes

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during your working relationship with us.

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground.
- **Request the restriction** of processing of your personal information. You may ask us to suspend the processing of personal information about you, if, for example, you want us to establish the accuracy of your data or reason for processing it such data.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, you may contact our Data Protection Officer through the methods specified at the end of this notice.

No fee usually required

You will not have to pay a fee to access your personal information (or to exercise any of the other rights) as required by GDPR. However, we may charge a reasonable fee if your request for access is clearly unfounded or excessive. Alternatively, we may refuse to comply with the request in such circumstances.

What we may need from you

We may need to request specific information from you to help us confirm your identity and ensure your right to access the information (or to exercise any of your other rights). This is another appropriate security measure to ensure that personal information is not disclosed to any person who has no right to receive it.

Right to withdraw consent

In the limited circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, contact our Data Protection Officer through the methods specified at the end of this notice. Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate lawful basis for doing so.

Data protection officer

We have appointed a Data Protection Officer (DPO) to oversee compliance with this privacy notice. Our DPO can be reached at GDPR@Vectrus.com or by phone at +1 (719) 571-3541. If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO. You have the right to make a complaint at any time to your local supervisory authority for data protection issues.

Changes to this privacy notice

We reserve the right to update this privacy notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information.

If you have any questions about this data protection / privacy notice, please contact us at GDPR@Vectrus.com.