

DATA PROCESSING CONSENT FORM

Salmon Group – All Legal Entities

1. Data Controllers

Your personal data is processed by the following entities, each acting as a Data Controller:

Salmon Group Ltd · Al Sarab Tower, Abu Dhabi Global Market Square, UAE

Salmon Finance Inc. · 6th Floor, One/NEO Bldg, Fort Bonifacio, Taguig City, PH

Salmon Bank (Rural Bank) Inc. · 141 Gen. Evangelista St., Bacoor City, Cavite, PH

2. Personal Data We Collect

Across all stages of application, hiring, onboarding, and employment, we may collect:

- Identification & contact: full name, date of birth, nationality, government ID, email, phone, address
- Professional background: CV/resume, employment history, qualifications, certifications
- Assessment data: interview notes, scores, test results, audio/video recordings, AI-generated transcripts
- Background & reference check results
- Compensation & payroll: salary, bank account details, tax identification numbers
- Benefits & onboarding: insurance/retirement selections, signed contracts, compliance acknowledgments
- IT & access records: system accounts, device assignments, access logs
- Health or medical information – only where required by law or for workplace accommodations

3. Activities Requiring Your Consent

By submitting the job application, you consent to the following processing activities. If you wish to decline consent for a specific activity, please speak with your HR coordinator.

Recruitment & Selection

- Recording of interviews (audio/video)
- AI transcription via Fireflies.ai and AI-assisted analysis via Claude (Anthropic)
- Sharing of interview recordings, transcripts, and notes with the hiring team
- Pre-employment background and reference checks
- Retention of your profile for up to 12 months for future opportunities

Onboarding & Employment

- Processing of onboarding documents across all three Group entities
- Collection of bank account and tax identification data for payroll processing
- Benefits enrollment (health, insurance, retirement)
- Use of your photo for access cards and internal staff directories
- Inclusion of your name, role, and contact details in internal tools and platforms

Technology & Data Sharing

- Use of Ashby ATS, Fireflies.ai, Claude (Anthropic), and Google Workspace / Microsoft 365
- Sharing of personal data between all Group entities for HR and operational purposes
- Transfer of data to third-party service providers (payroll, background checks, benefits, HR software)
- Cross-border transfer of personal data, subject to Standard Contractual Clauses or adequacy decisions

4. Withdrawal of Consent

You may withdraw any consent at any time by emailing privacy@company.com or contacting your HR coordinator. We will acknowledge within 2 business days and confirm cessation within 5 business days. Withdrawal will not affect your candidacy or employment unless the processing is strictly required by law or contract.

5. Declaration

I confirm that I have read and understood this Consent Form. I freely provide my consent to the activities listed in Section 3 and acknowledge my rights under applicable data protection law.