



Privacy Policy

Global Privacy Policy

Please note that any personal information which is provided by you or on your behalf to The Northern Trust Company or any of its affiliated entities or subsidiaries (the "Company") in connection with your application to the Company for employment will be processed in accordance with the terms of this privacy policy. Personal information is information about an identifiable individual, as more particularly described under applicable privacy legislation.

Personal Information We Collect

The Company and its agents and representatives collect personal information in a number of circumstances in the course of accepting applications for employment and evaluating potential candidates. Personal information we may collect includes: name, address, telephone number and other contact information; educational or other credentials, employment history and experience, volunteer work, and other information necessary to evaluate a candidate's suitability for employment; together with any other information we may collect with your consent or as required by applicable law.

Use of Personal Information

The Company will use personal information for the purposes of deciding whether to offer you employment with the Company. The Company may also use personal information for the purposes of statistical analysis. If you are offered employment with the Company then the Company will use your personal information and any further information you may provide in connection with that offer and (if applicable) your subsequent employment for the purposes of establishing and maintaining an employment relationship with you, including for personnel administration, payroll and management purposes. If you are unsuccessful in your application for employment with the Company, the Company may keep your personal information on file for a reasonable period in order to evaluate your suitability for future employment opportunities. However, in those circumstances, the Company will remove your personal information from its systems if you request it to do so. The Company may also use personal information to notify you of any changes to the website, this privacy policy or any other policies or agreements relevant to site users and for other purposes, either with your consent or as required by law.

Disclosure of Your Personal Information

Service Providers and Affiliates: The Company may transfer personal information to outside agents or service providers (including affiliates of the Company acting in this capacity) who



perform services on our behalf. Our service providers and affiliates may collect, use, disclose, store or process personal information on our behalf for the purposes described in this privacy policy, including storage of personal information on a central database accessible to human resources personnel within the Company.

International Processing: Some of our service providers or affiliates may be located in jurisdictions different from where you reside. Some of those jurisdictions may have data protection laws that do not offer the same degree of legal protection as those of the country where you reside.

Business Transactions: The Company may disclose personal information to successors of the Company, who may use and disclose personal information for those purposes described in this privacy policy.

Legal, Regulatory, etc. The Company may disclose your personal information as necessary to meet legal, regulatory, insurance, audit and security requirements and otherwise with your consent or as required by applicable law, rule, regulation, or valid legal process.

Your Consent

How Consent Is Provided: You may provide us with your consent to the collection, use and disclosure of personal information in various ways. Consent can be express (for example, by submitting an online employment application that contains a consent provision) or implied (for example, when you provide information necessary for a service you have requested). You may provide your consent in some circumstances where notice has been given to you about our intentions with respect to your personal information and you have not withdrawn your consent for an identified purpose, such as by using an “opt out” option.

Consent For Disclosed Purposes: Generally, by providing us with personal information, we will assume that you consent to our collection, use and disclosure of such information for the purposes identified or described in this privacy policy, if applicable, or otherwise at the time of collection.

Third Party Consents: Consent may be given by your authorized representative (such as a legal guardian or a person having a power of attorney). If you provide us with personal information about a third party such as a reference we will assume that you have the consent of that third party to provide their personal information to us.

Withdrawal of Consent: You may withdraw your consent to our collection, use and disclosure of personal information at any time, subject to contractual and legal restrictions and reasonable notice. If you withdraw your consent to certain uses of your personal information, we may no longer be able to continue our relationship with you.



Security

Security Measures: The Company will take reasonable steps to protect your personal information against loss, theft or misuse as well as unauthorized access, disclosure, copying, use, modification, alteration or destruction, which steps may include technical, contractual, administrative, and physical steps that are appropriate to the sensitivity of the information.

Insecure Transmissions: Please note that the Company cannot guarantee the security of any communication or material transmitted to/from the Company via the Internet, whether through the site or by email. Therefore, please do not send any sensitive personal information using these methods.

Local Laws: The reasonable contractual and other measures we take to protect your personal information while processed or handled by service providers and affiliates may be subject to legal requirements of the applicable countries where processing or handling takes place, for example, lawful requirements to disclose personal information to government authorities in those countries.

Access, Correction and Contacting Us

The Company may establish and maintain a file of your personal information for the purposes described above. If you wish to make inquiries or complaints or have other concerns about our personal information practices, you may contact us as below:

- In North America, Email or call +1 800-807-0302/+1 312-557-7593
- In India, Email or call +91 630-276-5353
- In all other Asia Pacific, Email or call +44 (0) 207 982 4357, option 4
- In Europe, Middle East and Africa, Email or call +44 (0) 207 982 4357, option 4

Privacy Policy Changes

The practices outlined above represent our current policies with respect to the handling of personal information. We may review and revise this privacy policy from time to time without notice. Your continued provision of personal information or use of this site following any changes this privacy policy constitutes your acceptance of any such changes. You should review this privacy policy often to ensure familiarity with its then-current terms and conditions.
