

APPLICANT PRIVACY NOTICE

Summary

- This notice sets out how JDA Software, Inc. and all JDA Subsidiaries, including but not limited to, JDA Software UK Limited (for European operations) uses your personal data when you apply for a position with us. This entity is the data controller in respect of such data.
- JDA will share your data within the JDA Group and to third party service providers which help support our application process, such as screening providers, pre-employment assessment providers, recruitment platforms, IT hosting and/or IT maintenance providers. Your data may be transferred outside the European Economic Area, but will at all times be protected by adequate safeguards which will protect your data.
- JDA may process information revealing your race, ethnic origin, sexual orientation and any disability in order to facilitate effective equal opportunities monitoring and/or to comply with legal obligations to make reasonable adjustments.
- You have a number of rights in respect of the personal data that JDA processes, including a right to object to certain processing. Please see the section below entitled "*What rights do I have in relation to my personal data?*" for more information.

What does this notice cover?

This notice informs you as to how JDA Software ("JDA", "we" or "us") processes your personal data when you apply for a position with us.

It also describes your data protection rights, including a right to object to some of the processing which JDA carries out. More information about your rights, and how to exercise them, is set out in the section below entitled "*What rights do I have in relation to my personal data?*"

JDA may also provide you with additional information when we collect personal data, where we feel it would be helpful to provide relevant and timely information.

What information do we collect?

JDA processes the following types of personal data when you apply for a position with us:

- **Data you provide to us:** JDA collects and stores any data you provide us through your application, including your contact details; your application materials (CV, cover letter, previous work experience, education, and transcripts, and our notes from any interviews with you); your desired location, your desired salary, type of employment sought and date available; your identification documents (passport number, government identification numbers where permitted, immigration status); and any other data you submit to us, including any correspondences you may have with us during the application process.
- **Data from other sources:** JDA obtains data about you from other sources, including recruiters, employment research firms, identity verification services, the references you provide to us, websites and other publicly accessible data on the Internet. We will also receive data you submit to us through third-party websites. In certain countries, where permitted, we collect details of professional registrations, and sanctions with professional bodies, financial checks or criminal convictions where you have consented to background checks.
- **Information we collect automatically:** When you make an application through JDA's careers page, JDA will collect information sent to us by your device. For example, this includes the pages you access, your computer IP address, device identifiers, the type of operating system you are using, your location, mobile network information, Cookies ([please click here to access JDA's Cookies Policy](#)), standard web log data and other information, your browser type and traffic to and from our site.

How do we use this information, and what is the legal basis for its use?

JDA collects, uses and stores your personal data for the reasons set out below:

- **Where this is necessary for JDA to review and assess your application for employment:**
 - This includes assessing your skills and interest in career opportunities at JDA, processing your application, analyzing your qualifications, verifying your identity and your eligibility for employment, and communicating with you about your application to respond to your inquiries and schedule interviews.
- **Where necessary for JDA's legitimate interests, as listed below, and where these interests are not overridden by your data protection rights:**
 - Protecting JDA's legal rights. This includes, but is not limited to, use in connection with legal claims, compliance, regulatory, auditing, investigative and disciplinary purposes (including disclosure of such information in connection with legal process or litigation) and other ethics and compliance reporting requirements.
 - Maintaining the security and integrity of JDA's facilities, equipment and electronic platforms. This includes administering access rights, monitoring compliance with company protocols, and where permitted by local law and in accordance with relevant policies, for investigations and disciplinary actions.
- **Where necessary to comply with a legal obligation:**
 - Disclosures to law enforcement agencies or in connection with legal claims, or regulatory purposes (including disclosure of such information in connection with legal process or litigation).
- **Where necessary for the purposes of carrying out obligations in the field of employment and social security and social protection law under local law (under Article 9(2)(b) GDPR):**
 - Information revealing race, ethnic origin, sexual orientation and any disability may be processed in order to facilitate effective equal opportunities monitoring and/or to comply with legal obligations to make reasonable adjustments.
- **Where you have given consent:**
 - For example, JDA shall ask for your permission to conduct a criminal background check, financial background check and personal reference check.

How do we justify relying on our legitimate interests?

JDA has carried out balancing tests for all the data processing it carries out on the basis of its legitimate interests, which we have described above. You can obtain information on our balancing tests by contacting us at HREMEA@jda.com.

Who will we share this data with, and where?

JDA will share your personal data with **other members of the JDA Group** to administer and manage group functions, including to make systems available to our employees or to refer you for other open positions. Please see **Appendix 1** below for a full list of members within the JDA Group where your personal data may be shared.

Your personal data will also be shared with **companies providing services under contract** to JDA, such as screening providers, pre-employment assessment providers, recruitment platforms, IT hosting and/or IT maintenance providers.

Personal data will also be shared with government authorities and/or law enforcement officials if required for the purposes above, if mandated by law or if required for the protection of JDA's legitimate interests in compliance with applicable laws.

In the event that a JDA business is sold or integrated with another business (in part or whole), your details may be disclosed to our advisers and any prospective purchaser's adviser and will be passed to the new owners of the business / business unit.

What rights and choices do I have in relation to my personal data?

You have the right to **ask JDA for a copy** of your personal data; to **correct, delete or restrict** processing of your personal data; and to **obtain the personal data you provide in a structured, machine readable format**; and to ask us to **share (port) this data to another data controller**.

In addition, you can **object to the processing** of your personal data in some circumstances (in particular, where we don't have to process the data to meet a contractual or other legal requirement or compelling interest).

Where we have asked for your consent, you may **withdraw consent** at any time. If you ask to withdraw your consent to JDA processing your data, this will not affect any processing which has already taken place at that time.

These **rights can be limited**, for example if fulfilling your request would reveal personal data about another person, where they would infringe the rights of a third party (including our rights) or if you ask us to delete information which we are required by law or have compelling legitimate interests to keep. Relevant exemptions are included in both the GDPR and in the Data Protection Act 2018. JDA will inform you of any relevant exemptions it relies upon when responding to any request you make.

JDA hopes that we can satisfy queries you may have about the way we process your data. If you have questions about this Notice, wish to contact us for any reason in relation to our personal data processing, wish **to exercise your data protection rights** or obtain other information, such as a copy of our legitimate interests balancing test, please *contact us at HREMEA@jda.com* or feel free to discuss this directly with your relevant recruitment contact.

If you have unresolved concerns, you have the **right to complain** to an EU data protection authority where you live, work or where you believe a breach may have occurred.

How long will you hold my data?

If your application is unsuccessful, we will **retain** your personal data only for the period stipulated in JDA's Retention Policy, a copy of which can be provided to you on request by emailing the address below, or as long as we need it for JDA's legitimate interest in accordance with applicable law, unless you give us permission to hold your records on file for other positions that become available.

If you accept employment with us, we will retain your personal data throughout your employment in accordance with a **separate notice** we provide to you upon your acceptance of employment.

Where will you send my data?

Legally Privileged and Confidential

Your personal data will be processed in or accessed from jurisdictions outside the European Economic Area ("EEA") by us and by the third parties with whom we share your personal data.

Your personal data will be transferred to JDA group affiliates and vendors in the following non-EEA countries:

India	Australia	South Africa
Japan	Brazil	South Korea
Malaysia	Canada	Taiwan
Mexico	Chile	United States
Russia	China	

When we transfer your data to organisations outside the JDA group we use European Commission-approved standard contractual clauses to safeguard the transfer. Where we transfer personal data to a third party that has implemented Binding Corporate Rules or use Privacy Shield, we may rely on them to safeguard the transfer.

For further information, including to obtain a copy of the documents used to protect your information, please contact us using the details described below.

Who is my data controller?

The data controller for your information will be: *JDA Software UK Ltd*

Address: 3 The Arena, Downshire Way, Bracknell. RG12 1PU

Tel: +44 1344 354500

Email: <mailto:hremea@jda.com>

Appendix 1

Name	Address	Contact (address and email address)
Africa		
JDA Technologies South Africa (Pty) Ltd	Ground Floor, Liesbeek House, Gloucester Road, River Park, Mowbray Cape Town, 7700	Phone: +27 (21)680 5228 Email: general.counsel@jda.com
Asia		
Beijing JDA Technologies Company. Ltd	Zhongguancun Metropolis Tower, 7/F Metropolis Tower, No. 2 Dongsan Street, Zhongguancun Xi Zone, Haidian District, Beijing, 100080	Phone: +86 21 2327 9400 Email: info.china@jda.com
JDA Software (Shanghai) Co. Ltd.	Unit 06, 29th Floor Raffles City, 268 Xizang Middle Road, Shanghai, 200001	Phone: +86 21 2327 9400 Email: info.china@jda.com
JDA Hong Kong Limited	36/F, Tower Two, Times Square 1 Matheson Street Causeway Bay, Hong Kong	Phone: Email: general.counsel@jda.com
JDA Software Malaysia Sdn. Bhd.	10th Floor, Menara Hap Seng No. 1 & 3 Jalan P. Ramlee 0250 Kuala Lumpur	Phone: Email: general.counsel@jda.com
JDA Software Korea Inc.	7th Floor, Gangnam Finance Centre, 152 Teheran-ro, Gangnam-gu, Seoul 06236	Phone: +82 (0)2 3016 0700 Email: general.counsel@jda.com
JDA Software Asia Pte. Ltd.	8 Marina View, #13-04 Asia Square Tower 1, Singapore 018960	Phone: +65 6422 3200 Email: sales-sea@jda.com
JDA Software (Taiwan), Inc.	Room 1172, 11/F Walsin Xinyi Building, 1 Songzhi Road, Taipei, 11047	Phone: +886 2 8729 2111 Email:
JDA Software Japan Co., Ltd.	Nakameguro GT Tower 19F, 2-1-1 Kamimeguro, Meguro-ku Tokyo, 153-0051	Phone: +81.3.4461.1000 Email: sales-japan@jda.com
Australia		
JDA Software Australia Pty Ltd	Part Level 17 Melbourne Central Tower 360 Elizabeth Street Melbourne Vic 3000	Phone: + 61 392254200 Email:

Canada		
JDA Software Canada Ltd.	TMF 820-330 Bay Street Toronto, Ontario M5H 2S8	Phone: +1 514 906 8871 Email:
Europe		
JDA Software Belgium NV	Havenlaan 86C bus 204 1000 Brussel	Phone: +32 (0)52 89 11 58 Email: info.europe@jda.com
JDA Software Netherlands BV (Czech Branch)	Konviktská 291/24 Praha 1 – Staré Město 110 00 Czech Republic	Phone: +48 22 211 6100 Email: info.europe@jda.com
JDA Software Denmark A/S	Strandvejen 60 2900 Hellerup Copenhagen	Phone: +45 88 82 55 90 Email: info.europe@jda.com
JDA Technologies Finland Oy Ltd	c/o TMF Finland Oy Erottajankatu 9 B 3 00130 Helsinki	Phone: +46 08 473 40 00 Email: info.europe@jda.com
JDA Software, France SA	70, Boulevard de Courcelles 75017 Paris	Phone: +33 (0)1 56 79 27 00 Email: info.europe@jda.com
JDA Technologies GmbH	Erika-Mann-Strasse 7 80636 Munich	Phone: +49 89 462377 0 Email: info.europe@jda.com
JDA Software Italy S.r.l.	Building 03, Via Energy Park 20871 Vimercate (MB)	Phone: +39 039 63821 Email: info.europe@jda.com
JDA Software Benelux B.V.	Beemdstraat 50 5652 AB Eindhoven	Phone: Email: info.europe@jda.com
JDA Software Netherlands B.V.	Beemdstraat 50 5652 AB Eindhoven	Phone: +31 40 2302500 Email: info.europe@jda.com
JDA Software Norway AS	c/o TMF Norway AS Tollbugata 27 0157 Oslo	Phone: Email: general.counsel@jda.com
JDA Software Poland Sp z o.o.	Postepu Street, No. 15 C Warsaw 676 Poland	Phone: +48 22 211 61 00 Email: info.europe@jda.com
JDA Software Russia Holdings, Inc. - Moscow Branch	"Begovaya ul. 3, Bld. 1 Moskva 125284"	Phone: Email: general.counsel@jda.com
JDA Incorporated Software Solutions SL	Calle Oquendo 14B 28006 Madrid	Phone: +34 900 933 447 Email: info.europe@jda.com

JDA Software Nordic AB	8th Floor, Vasagatan 23 11120 Stockholm	Phone: +46 08 473 40 00 Email: info.europe@jda.com
India		
JDA Software Pvt. Ltd	Tower A, Mantri Commercio Devarabeesanahalli Outer Ring Road Varthur Hobli Bangalore 530103	Phone: +91 80 6101 8888 Email: sales-sea@jda.com
RedPrairie Technologies India Pvt. Ltd.	63, Serpentine Road, K P West Bangalore 530020	Phone: +91 40 6696 1000 Email: sales-sea@jda.com
Latin America		
JDA Software de Mexico, S.A. de C.V.	VAO Oficinas 2, David Alfaro Siqueiros No. 104, 17th Floor, Colonia Valle Oriente, 66269 San Pedro Garza Garcia, Nuevo Leon Monterrey	Phone: +52 81 885 21300 Email:
JDA Chile S.A.	Avda. Vitacura 2736 Office 503, 5th. floor Las Condes - Santiago, Chile	Phone: +56 2 2 231 0700 Fax: +56 2 2 232 7128 Email:
JDA Solutions do Brasil Ltda	Av Paulista, 1337 -19o andar / conj. 192 Bela Vista – CEP 01311-200 Sao Paulo	Phone: +55 11 3549 9800 Email:
North America		
RedPrairie Holding, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
RP Crown Holding, LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
RP Crown Parent, LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
JDA Software Group, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
JDA Bond Finance, Inc.	"The Corporation Trust Company Corporation Trust Center 1209 Orange Street	Phone: Email: general.counsel@jda.com

	Wilmington, DE 19801"	
JDA Software, Inc.	"The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801"	Phone: Email: general.counsel@jda.com
JDA Software Services, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
i2 Technologies International Services, LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
Manugistics Services, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
Manugistics Holdings Delaware II, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
RedPrairie Collaborative Flowcasting Group, LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
StorePerform, LLC	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
JDA Software Russia Holdings, Inc.	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
RedPrairie Services Corporation	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
Weseley Software Development Corp	The Corporation Trust Company Corporation Trust Center 1209 Orange Street Wilmington, DE 19801	Phone: Email: general.counsel@jda.com
United Kingdom		
RedPrairie Corporation	3 The Arena, Downshire Way, Bracknell.	Phone: +44 1344 354500

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	RG12 1PU	Email: general.counsel@jda.com
RedPrairie Acquisition Company Limited	3 The Arena Downshire Way Bracknell, Berkshire RG12 1PU	Phone: Email: general.counsel@jda.com
Logistics Technology Group Limited	3 The Arena Downshire Way Bracknell, Berkshire RG12 1PU	Phone: Email: general.counsel@jda.com
Logistics Technology Group (UK) Limited	3 The Arena Downshire Way Bracknell, Berkshire RG12 1PU	Phone: Email: general.counsel@jda.com
JDA Software UK Limited	3 The Arena Downshire Way Bracknell, Berkshire RG12 1PU	Phone: Email: general.counsel@jda.com