



Job Applicants Privacy Policy

FXGT, is the registered trademark used and operated by a business group of companies which includes **360 Degrees Markets Limited**, a company incorporated in Seychelles with registration number 8421720-1, **GT IO Markets (PTY) Ltd** a registered company in South Africa, with registration number 2015/059344/07, **GT Global Markets Ltd**, a company incorporated in Vanuatu with registration number 700601 , **GT Business Solutions Ltd** , a company incorporated in Cyprus with registration number 440350, **GT Technologies Ltd**, a company incorporated in Cyprus with registration number 427100, **180 Degrees Services Ltd**, a company incorporated in Cyprus with registration number 440349 and **TEC International (Cyprus) Ltd**, a company incorporated in the Republic of Cyprus, with registration number HE389575 and any other company which shares common ownership with above mentioned (collectively the “**Company**” “**FXGT**”, “**we**”, “**us**”, or “**our**”).

As part of any recruitment process, FXGT collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use that data.

This Privacy Notice describes how the FXGT may collect, use, store and /or otherwise process personal data of applicants for employment with FXGT.

We may amend or update this Privacy Notice from time to time. All amendments or updates will be posted on FXGT’s portal and/or any other appropriate communication or document exchanged between us.

What information do we collect?

We collect a range of information about you. This includes:

- Your personal details, including name, address and contact details, including email address and telephone number.
- Details of your qualifications, skills, experience, and employment history.
- Information about your current level of remuneration, including benefit entitlements.
- Information about your entitlement to work in the countries of the job posting.

We may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, or collected through interviews or other forms of assessment.

We may also collect personal data about you from third-parties, such as references supplied by former employers. We will seek information from third-parties only when a job offer has been made and will inform you that we are doing so.



Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does FXGT process personal data?

We need to process data to take steps at your request prior to entering into a contract with you. We may also need to process your data to enter into a contract with you.

In some cases, we need to process data to ensure that we are complying with our legal obligations.

We have a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess, and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims (if applicable).

If your application is unsuccessful, we may keep your personal data on file in case there are future employment opportunities for which you may be suited. We will ask for your consent before it keeps your data for this purpose, and you are free to withdraw your consent at any time.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This includes the HR Department, managers of various company's departments with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

We will not share your data with third parties unless your application for employment is successful and we make you an offer of employment. We may then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks.

How do we protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused, or disclosed, and is not accessed except by our employees in the proper performance of their duties.

How long do we keep data?

When submitting your CV, we will ask for your consent to hold your details on file after the end of the recruitment period. If your application for employment is unsuccessful, we will hold your data on file for 12 (twelve) months after the end of the relevant recruitment process. If you agree, we will hold your data on file for consideration for future employment opportunities. At the end of that period, or once you withdraw your consent, your data is securely deleted or destroyed.

If you want to withdraw your consent for holding your data for future employment opportunities, please send us an email at hr@fxgt.com.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your Human Resources file (electronic and paper based) and



retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights (the “**data protection rights**”). You can:

- Right of Access: Access and obtain a copy of your data on request;
- Right of Rectification: Require the organisation to change incorrect or incomplete data;
- Right of Erasure: Require the organisation to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- Right to Restrict Processing: Object to the processing of your data where we are relying on our legitimate interests as the legal ground for processing.
- Right of Data Portability: Allow to obtain and reuse the personal data for your own purposes across different services.

The data protection rights are not absolute and there might be cases where such rights can be limited and/or where the exercise of any of your rights may be subject to certain restrictions, and therefore, there might be cases where we may be unable to fulfill your request. Once we receive a request from you for the exercise of any of the data protection rights, we may request certain of your identification documents, in order to verify your identity. In addition, we shall respond to your request within one (1) month of receipt of the request, a period that may be extended by two (2) months, where necessary.

If you would like to exercise any of these rights, please contact us at hr@fxgt.com

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.

In addition to the above, you also have the right to lodge a complaint to the Office of the Commissioner for Personal Data Protection in Cyprus, at the following postal and email address:

Kypranoros 15, Nicosia 1061 , Cyprus
P.O.Box 23378, 1682 Nicosia
Tel: +357 22818456
Fax: +357 22304565
Email: commissioner@dataprotection.gov.cy

Governing Law

Any use of our website will be governed by the laws of the Republic of Cyprus, and we do not provide any warranty as to the accuracy, adequacy or completeness of the information and materials contained in our website.

If you have any questions or any concerns about how we handle and/or use your personal data, please send us an email to hr@fxgt.com.