

# Applicant Privacy Notice

Last Updated: 4 March, 2022

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You have expressed an interest in employment or internship opportunities with News Corporation (“News Corp”) and its network of affiliated companies (each referred to as a “Business Unit”) (Business Unit and News Corp collectively referred to as “Company”). This Applicant Privacy Notice (“Notice”) lets you know what data we may collect about you in connection with your application, what we use your data for, who we may disclose it to, and how you may raise concerns or complaints if you are not happy with what we are doing. In addition, some of the Business Units may request specific types of personal data for additional purposes in connection with your application, and those Business Unit-specific practices are separately highlighted in the attached addenda to this Notice. Personal data submitted elsewhere to the Company and/or any of the Business Units for other purposes will be used in accordance with the privacy notices governing those offerings or activities.

This site is for a general audience, is not targeted to children, and we do not knowingly collect personal information from minors.

## INFORMATION WE COLLECT

### Personal Data You Provide

The Company may collect the following personal data from you in connection with your application, whether or not it is for a solicited or unsolicited role:

- Name, address, telephone number, e-mail address, and other contact information;
- Online account, and corresponding username and password;
- Work authorization status and proof of identity (e.g., passport, driver’s license and/or birth certificate);
- CV, résumé, cover letter, skills, previous work experience and education information;
- Professional and other work-related licenses, permits and certifications held;
- Information relating to references;
- Information related to payroll enrolment and other information related to the on-boarding process, including for criminal background checks, subject to applicable laws (if hired); and
- Any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, current salary, desired salary, awards or professional memberships, photograph, the existence of a disability should you require an accommodation in the application or interview process).

Your decision to apply for a position or internship and to provide your personal data to us is voluntary. We indicate on our online form what types of personal data we need to receive from you in order to consider your application. However, if you fail to provide sufficient information, the Company may be unable to consider your application.

If you choose to create your applicant profile by connecting an external social account (e.g., LinkedIn) to the site, we may also collect personal data related to your social account such as your contact information, education information, work experience information and skills in your profile.

Any personal data you submit must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or, if

already hired, disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights.

If you provide us with personal data of a reference or any other individual as part of your application, we assume you have obtained consent from that individual prior to providing the information to us.

### **Demographic Information\***

The Company is an equal opportunity employer, which means we do not unlawfully discriminate against applicants on the grounds of race, colour, sex, gender identity, sexual orientation, nationality, national origin, ethnic origin, religion, beliefs or creed, age, disability, civil or marital status, family status, veteran status, genetic information or any other characteristic protected by applicable law in any area of recruitment. We will ask for information on the race/ethnicity, gender identity, and preferred pronoun of our applicants either for the purpose of monitoring equal opportunity or because we are required to do so by applicable law. Some of our locations will additionally ask for religion, sexual orientation, disability and/or veteran status because we are required to do so by applicable law. If you have a disability that you believe impairs your ability to fully participate in the application process, we encourage you to indicate that and to identify what your impairment is, how it limits your ability to participate in the application process and what reasonable accommodation(s) you feel you need in order to fully participate.

During the application process, we do not collect data concerning any characteristics protected by applicable law other than to the extent described in the previous paragraph. Unless otherwise required by applicable law, to the extent that you disclose such data in the course of the application process, you do so on a voluntary basis and expressly authorize the Company to handle such data for the purposes of your application and the purposes stated above. Your decision to provide this information will not be used against you in any way, and your decision not to provide such information will not affect your application.

*\*For more details on what demographic information a particular Business Unit may collect and for what purpose it may use such information, please review the Business Unit-specific addenda attached at the end of this Notice or our Privacy Policy [here](#).*

### **Personal Data From Other Sources**

The Company may obtain personal data about you from your references in connection with your application, as permitted by applicable law.

If we need to conduct a background check about you during the hiring process, we will ensure that you are provided with separate notice regarding the scope and the consequences of such background check.

We may also collect personal data about you from publicly-available sources of information such as internet or social media platforms (such as your public LinkedIn profile) when permitted by applicable law.

Should you visit any of our offices, we may also collect images of you captured by CCTV and/or access control systems.

### **Personal Data Collected by Automated Means**

Our site uses strictly necessary cookies to function effectively. These cookies and similar technologies are essential to make our site work correctly. You may block placement of these cookies through your browser settings, but without them, the performance of this site may be affected and you may not be able to take full advantage of the features. These cookies may be used to assist in fraud prevention and security. These cookies may collect encrypted user session identifiers, device identifiers, log-in identifiers and other information necessary for instance, to authenticate users. These cookies are mostly temporary cookies that are deleted after each session.

Please review our Privacy Policy [here](#) outlining data collection practices in connection with the application process.

## USE OF INFORMATION

Your personal data will be used for the Company's global personnel recruitment, management and planning purposes, as permitted by applicable law, including:

- To process your application;
- To assess your capabilities and qualifications for a job;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding employment or internship opportunities and changes to our terms and policies;
- To conduct reference checks and confirm work authorization;
- To monitor and evaluate diversity initiatives, in which case only aggregated data will be used;
- To comply with or monitor compliance with any applicable law or regulation; and
- To complete the on-boarding process and conduct background checks if we offer you a position.

If we hire you, the personal data we collect in connection with your application may be incorporated into our human resources system and may be used to manage the new-hire process; any such data may become part of your employee file and may be used for other employment and management purposes.

To the extent permitted by applicable law, including laws outside your country of residence, the Company may also use your personal data as we believe to be necessary or appropriate: (a) to comply with legal process; (b) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (c) to enforce our terms and conditions; (d) to protect our operations or those of any of our affiliates; (e) to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and (f) to allow us to pursue available remedies or limit the damages that we may sustain.

Please review our Privacy Policy [here](#) outlining Business Unit-specific data collection practices in connection with the application process.

## DISCLOSURE OF PERSONAL DATA

- **Internal Disclosures:** We will make your personal data available to relevant personnel in connection with your application, including those involved in the recruiting process, such as human resources, information technology, and in the department responsible for the position for which you are applying.
- **Inter-Company Disclosures:** With your consent, your personal data may be shared amongst the Business Units globally to assess whether you might be suitable for positions at any of the other Business Units. In such event, personal data would only be shared with those in each of the Business Units who are involved in evaluating candidates for a given position.
- **Third-Party Service Providers:** The Company may share personal data with third-party service providers who provide services such as hosting and operating websites, recruiting assistance, background check processing, implementation and evaluation of diversity initiatives and legally required diversity reporting, and similar services. The Company requires service providers to protect the confidentiality and security of personal data, and to ensure that personal data is processed only for the provision of the services on behalf of the Company and in compliance with applicable law. Service providers are not authorized to use or disclose the personal data, except as necessary to perform services on our behalf or to comply with legal requirements.
- **Mergers and Acquisitions and Corporate Transactions:** The Company may transfer personal data to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or

other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

- **Disclosures Required or Permitted by Law:** The Company also may share personal data as we believe to be necessary or appropriate under applicable law, including laws outside your country of residence: (a) to comply with legal process; (b) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (c) to enforce our terms and conditions; (d) to protect our operations or those of any of our affiliates; (e) to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and (f) to allow us to pursue available remedies or limit the damages that we may sustain.

## INTERNATIONAL DATA TRANSFERS

We are a global organization and our Business Units have offices in many countries. Your personal data submitted through the application module is stored in the United States, and your personal data may be transferred to, stored or accessed by other Company locations worldwide, including their service providers, for recruitment purposes. For any such transfers, we will implement appropriate safeguards to ensure that your personal data remains protected.

The Company will retain your personal data collected for the application process for a period of five (5) years unless a longer (or shorter) retention period is required by law.\* If you are not hired, the Company may also retain your personal data for the purpose of considering whether your skills are suitable for other opportunities within the Company for the stated period of time of the applicable location after we respond to your application. If you do not wish us to do this, please contact the News Corp entity to which you submitted your application. Contact details are provided below in the “Contact Us” section. We may remove personal data for inactive accounts from our database after sending you a reminder, or as otherwise provided by applicable legal or regulatory obligations. Furthermore, the Company may delete personal data about you (including your CV/résumé) from our database at any time and without providing any reason. Therefore, please retain your own copy of the personal data provided to us.

*\*Different locations and/or our Business Units may have varying requirements with regard to retaining your data. Please review our Privacy Policy [here](#) for such details.*

## YOUR RIGHTS

You may access, review, and change the personal data you submitted by logging into the site and updating your account information. The updated profile will be used as the default the next time you apply for a job using your account. To change personal data that you have already submitted for consideration for a specific position, please update your profile and resubmit your application for that position. We encourage you to promptly update your personal data if it changes or is inaccurate.

You may request access to personal data we have collected about you, or request its modification or suppression, where permitted by applicable law. Please contact the News Corp entity to which you submitted your application as directed in the “Contact Us” section of our Privacy Policy [here](#) with any such requests. In your request, please make clear what personal data you would like to access or have changed, whether you would like to have personal data that you have provided to us suppressed from our database or otherwise let us know what limitations you would like to put on our use of your personal data. Please note that certain personal data may be exempt from such access, correction, or suppression rights pursuant to applicable data protection laws.

To the extent applicable law provides additional personal data rights in your location, please refer to the addendum for your location (if applicable) attached below.

You may submit your requests to the parties identified in the “Contact Us” section below. For your protection, we may need to verify your identity before complying with your request. We will try to comply with your request as soon as reasonably practicable.

## SECURITY

We have implemented appropriate technical and organizational measures to protect personal data against accidental or unlawful destruction, loss, alteration, access, unauthorized disclosure or access. We make reasonable efforts to ensure a level of security appropriate to the risk of the processing, taking into account the costs of implementation and nature of the processing of personal data. within our organization.

## LINKS TO THIRD-PARTY WEBSITES

This site may contain links to other websites. This Notice does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the site links. The inclusion of a link on the site does not imply endorsement of the linked site or service by the Company. We encourage you to read the legal notices posted on those sites, including their privacy notices.

## CHANGES TO THE NOTICE

We may in our sole discretion amend this Notice at any time in order to address future developments of the Company, or changes in industry or legal trends. We will post the revised Notice on the site. You can determine when the Notice was revised by referring to the “Last Updated” legend on the top of this Notice. Any changes will become effective upon the “Last Updated” date. By continuing to use the site and not withdrawing your application following such changes, you will be deemed to have agreed to such changes. If you do not agree with the terms of this Notice, in whole or part, you can choose to not continue to use the site and/or may withdraw your application.

## CONTACT US

If you have questions or requests, please direct your inquiry to the News Corp entity to whom you submitted your application:

News Corporation:  
(HQ and NewsTech positions)

[careers@newscorp.com](mailto:careers@newscorp.com)  
News Corporation  
Attention: Human Resources  
1211 Avenue of the Americas  
New York, NY 10036

Dow Jones & Company:

[talentresourceteam@dowjones.com](mailto:talentresourceteam@dowjones.com)

News Corp Australia &  
Sky News Australia:

[recruitment@news.com.au](mailto:recruitment@news.com.au)

News UK & Ireland & News UK Group: [careers@news.co.uk](mailto:careers@news.co.uk)

News Technology Services (NTS India): [talk2hr@ntsindia.co.in](mailto:talk2hr@ntsindia.co.in)

NTS Technology Services PVT. LTD.  
2<sup>nd</sup> Floor, Salarpuria Symphony  
Basapura Hosur Road, Bengaluru  
Karnataka 560100 India  
Attention: Human Resources

Storyful: [hr@storyful.com](mailto:hr@storyful.com)  
Storyful Limited  
76 Lower Baggot Street  
Dublin 2, Ireland

The privacy and security of your data is very important to us. We want you to trust that the data we hold about you is properly managed and protected. If you have any questions about this Notice, about our processing or your personal data or any concerns or complaints regarding the handling of your data, please contact the News Corp entity to whom you submitted your application:

News Corporation: [nc-privacypolicy@newscorp.com](mailto:nc-privacypolicy@newscorp.com)  
(HQ and NewsTech positions)

Dow Jones & Company: [privacypolicy@dowjones.com](mailto:privacypolicy@dowjones.com)  
Dow Jones Chief Privacy Officer  
Dow Jones & Company, Inc.  
Attention: Privacy  
4300 U.S. Route 1 North  
Monmouth Junction, NJ 08852

News Corp Australia: [privacy@news.com.au](mailto:privacy@news.com.au)  
National Privacy Officer  
News Limited  
2 Holt Street  
Surry Hills, NSW 2010  
+61 2 9288 3000

Sky News Australia: [PRIVACY CONTACT EMAIL BOX?]  
Australian News Channel Pty Ltd.  
5 Thomas Holt Drive, North Ryde NSW 2113  
Locked Bag 918, North Sydney NSW 2059  
[PHONE NUMBER?]

News UK & Ireland & News UK Group: [dataprotection@news.co.uk](mailto:dataprotection@news.co.uk)  
News UK Group Data Protection Officer:  
Group Data Protection Officer  
Legal & Compliance Department  
News UK & Ireland Limited  
1 London Bridge Street  
London, SE 1 9GF  
United Kingdom

News Technology Services (NTS India): [privacy@ntsindia.co.in](mailto:privacy@ntsindia.co.in)  
NTS Technology Services PVT. LTD.  
2<sup>nd</sup> Floor, Salarpuria Symphony  
Basapura Hosur Road, Bengaluru  
Karnataka 560100 India  
Attention: Privacy Office

Storyful: [privacy@storyful.com](mailto:privacy@storyful.com)  
FAO: General Counsel  
Storyful Limited  
76 Lower Baggot Street  
Dublin 2, Ireland

# News Corp Australia & Sky News Australia

This addendum supplements the information provided in the Applicant Privacy Notice about how News Corp Australia and Sky News Australia process information relating to the application for employment or internship opportunities at News Corp Australia and Sky News Australia.

## INFORMATION WE COLLECT

### Demographic Information

With respect to the demographic information set out in the Notice above, News Corp Australia and Sky News Australia collect:

- Race/ethnicity
- Gender identity
- Preferred pronoun
- Disability
- Veteran status

for equal employment opportunity purposes with your explicit consent and where required by applicable law.

### Personal Data From Other Sources

In addition to the personal data from other sources set out in the Notice above, News Corp Australia and Sky News Australia may also ask you to undertake psychometric testing and/or medical assessments as part of the application or pre-employment processes, respectively.

Return to Privacy Notice [here](#)