

The information we obtain in relation to your application may be used by Quintiles to consider your suitability for employment and for general statistical analysis and reporting purposes, including candidate activity and demographic reports. Quintiles will collect process and protect your personal information in compliance with applicable laws on data protection.

We respect your privacy and your personal information and for this reason, we take all reasonable measures, in accordance with this Policy, to protect your personal information and to keep it confidential..

We also voluntarily subscribe to the principles, outlined in Section 51 of the Electronic Communications and Transactions Act 2002 ("ECT Act"), which govern your right to having your personal information kept private. We briefly outline these principles below:

1. We will only disclose, collate and process ("use") your personal information with your express written permission unless legally required to do so, and will only electronically use such information for the lawful purpose for which it is required.
2. We will disclose in writing, the specific purpose for which we use, request and store your personal information. We will also keep a record of that personal information and the specific purpose for which we collect it.
3. We will not use your personal information for any other purpose, other than that which we disclosed to you, unless you give us your express written permission to do so, or unless we are permitted to do so by law.
4. We may use your personal information to compile profiles for statistical purposes and may freely trade with such profiles and statistical data, as long as the profiles or statistical data cannot be linked to you by a third party.

By visiting and/or using our website and by clicking the "Submit" button on any of the job application pages and submitting your information, you agree and grant Quintiles the express written permission and consent that we may use third parties to verify your information. You also provide us with your express written permission to share certain of your personal information with an affiliate party in the ordinary course of our business of providing you with the services.

You are responsible for ensuring that the information you submit is accurate and up-to-date.

If we do not employ you at this time, you agree that we may retain and use the information that we obtain in relation to your application for up to three years, unless otherwise required by law or regulation, so as to be able to consider your application later and contact you if a suitable position becomes available and, if appropriate, to refer back to this application if you apply again. If at any time you no longer want Quintiles to consider your application, please let us know at my [HR.Info@quintiles.com](mailto:HR.Info@quintiles.com), in which case your information will be stored securely for no more than three years (unless otherwise required by law or regulation) and access to it will only be made if and to the extent necessary for legal and regulatory purposes.

Quintiles have taken measures to ensure all data will be protected on secure servers using Quintiles' high standards. Quintiles will protect your personal data at all times in a manner that is compliant with data protection laws and regulations, as applicable. Where required, your information may be disclosed to law enforcement, regulatory or other government agencies, or third parties where necessary to comply with legal or regulatory obligations or requests. Otherwise, your information will be shared with third parties only for purposes related to considering your suitability for employment or for providing anonymous statistical analysis and anonymous reporting.

With specific reference to the Black Economic Empowerment codes as well as Affirmative Action policies and the Employment Equity Act 55 of 1998 ("EEA"), you are required to please complete the sections on race and gender in the application.

You may review, update or request removal of your personal applicant/profile information at any time using this site or by contacting [hr.southafrica@quintiles.com](mailto:hr.southafrica@quintiles.com)

Nothing contained in the Privacy Notice creates or is intended to create a contract or agreement between Quintiles and any candidate visiting this Web site or providing identifying information of any kind.

It is a requirement that in order to work for Quintiles, you must not be a debarred individual under US federal law. The definition of a debarred individual can be found at:

<http://www.fda.gov/NewsEvents/Newsroom/PressAnnouncements/ucm176043.htm>