

1. DATA PRIVACY

The Employee consents and agrees to grant the Company permission to collect, use, disclose, store, and otherwise process his/her personal data (including sensitive personal information), employment information, and other data and information (collectively, “**Personal Information**”) for the purposes of preparing the Employee’s payroll, personal income tax, compensation or benefits calculation, performance appraisals, business reorganization, business takeover or merger and acquisition, compliance with requirements imposed by any relevant government authorities, court orders or applicable laws, and for any other purposes which may be undertaken during the Employee’s employment with the Company.

The Employee further consents to the Company’s disclosure, sharing and transfer of the Personal Information with:

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 1. The parent company of Lendi Services Inc., its subsidiaries and affiliates, for purposes of group financial reporting and other operational purposes;
 2. selected third parties, including business partners, suppliers, subcontractors, payment processors, legal and financial advisers, within or outside the country, to assist the Company in corporate operations and for other business purposes;
 3. regulatory authorities, governmental or quasi-governmental organizations for statutory reporting purposes;
 4. law enforcement and other government agencies, branches or instrumentalities where required by law or other regulation or rule;
 5. other third parties in order to comply with any law, regulations, court order or subpoena;
 6. to purchasers or successors-in-interest in the event of a merger, consolidation, reorganization, dissolution or other sale or disposition of some or all of the Company’s assets;
 7. to third parties in the event such disclosure is required for the proper administration of Employee’s employment, other purposes directly related to his/her employment and for other business purposes.

The Personal Information allowed to be disclosed, shall consist of the following:

3. Name, sex/gender, age, date of birth, contact details, and home address;
4. Position, income and/or allowance and/or benefits received from the Company; and
5. Hiring date and/or termination date.

Some of these entities may be outside the Philippines, so that transfer of the Personal Data to them will be cross-border. Processing of Personnel Personal Data may be done in the Philippines and Australia.

The Personal Information shall be retained only for as long as is necessary for the declared purposes, for the establishment of any legal defense, or as allowed by law. Should the Company find it necessary to use the Personal Information for additional purpose(s) not mentioned above, or should it require additional information to be collected and/or processed, it shall notify the Employee of this fact and shall obtain the Employee's consent thereto.

The Employee has the right to access, copy and correct, or in some cases delete, his/her Personal Information given to the Company, as well as to other rights provided under the Data Privacy Act of 2012, its Implementing Rules and Regulations, and other issuances of the National Privacy Commission, including the right to lodge a complaint before the National Privacy Commission should his/her privacy rights be violated.

The Employee further agrees to consent to the disclosure of the additional information not included otherwise in the Employee's Personal Information described above, to any authorized government organization which may request the same from the Company. By this agreement, the Company is granted permission to disclose such information without the need to inform the Employee nor shall the Employee request or be entitled to any compensation from the Company due to such non-notification. The Employee's consent shall remain in effect during and until after the period of employment.

The Employee agrees to sign the Personnel Privacy Policy and Consent Form which will be provided by the Company.