

## **Invesco Talent Network Privacy Notice**

Invesco Limited, its subsidiaries and affiliates ('Invesco', 'our', 'us' or 'we') involved in recruiting talent for Invesco globally may collect and process information about you which can identify you ('personal data') when you join the Invesco Talent Network by registering on this website.

Such personal data may include any information we ask you to provide (such as your name, email address, phone number, location, career interest, CV, professional experience, education) or you choose to share with us when you register on this website or otherwise interact with us.

When you access this website, we may place a cookie on your computer or other device, or use similar technologies to collect information about your use of this website. For more information about cookies and similar technologies, please see our [Cookie Policy](#).

We may also collect information about you from third parties, for example, from publicly available profiles and databases, social media sites or by using third party cookies on this website, and then we may link that information with any other information we have about you.

The purpose of Invesco Talent Network is to stay in touch with you and keep you informed of career opportunities that may match your skills and experience. We may use your personal data

- to help us assess what professional opportunities you may be interested in;
- to inform you about Invesco's open positions, job fairs, career events, publications, newsletters or anything else that we think may be of interest to you, and, subject to applicable laws, this information may be provided to you by post, phone, email, text message, social media or in the form of other digital advertisement;
- to run, maintain, test, develop and improve our Talent Network database and any connected systems, infrastructure, tools or services, including creating any new features and functionality; and
- to interact with you and enable you to interact with us.

We may share your personal data within Invesco and with third parties who provide services for us globally, such as SmashFly Technologies Inc (US), which operates this website for the purposes of the Invesco Talent Network, or Taleo Corporation (US), the provider of our recruitment portal which is linked to this site. This may involve transfers of your personal data to countries which may not have data protection laws as stringent as those in your home country. However, we do not share your information with other individuals or organisations outside Invesco for their recruitment and talent management purposes.

Our legal basis to process your personal data as set out in this Invesco Talent Network Privacy Notice is typically your explicit consent, but where we collect information about you from third parties (including publicly available profiles and databases, or social media sites), we rely on our legitimate interest, the consent you provided to those third parties to allow them to share your information with us, or on the legal basis that your personal data has been made manifestly public by you.

You can withdraw your consent to the processing of your personal data as set out in this Invesco Talent Network Privacy Notice at any time by sending us an email to [invescocareers@invesco.com](mailto:invescocareers@invesco.com). However, if you do so, you will not be able to make use of the services offered by the Invesco Talent Network and we will remove your records from our systems (typically, within seven days).

You can also withdraw your consent to receiving information about our career opportunities by unsubscribing from job alerts, or other messages we send you based on what we think you may be interested in. You will find a link to unsubscribe in each marketing message we send you, alternatively, you can also send us a request to be unsubscribed via email to [invescocareers@invesco.com](mailto:invescocareers@invesco.com). If you unsubscribe, we stop sending you such messages, but we still keep your personal data for an additional three year period during which you can set up your job alerts again. However, if you do not so, we remove your records from our systems after that period, as described above.

You can also remove your personal data from the Invesco Talent Network by submitting an expunge request to us [here](#). If you do so, you exercise your right to erasure of your personal data (where such right is available to you, subject to the conditions prescribed in applicable laws).

We will endeavor to ensure that your personal data is accurate and up to date. Therefore, please advise us of any changes to your personal data by emailing us at [invescocareers@invesco.com](mailto:invescocareers@invesco.com) or directly update your information in the Invesco Talent Network database.

### **Invesco's recruitment privacy notices, statements and contact details**

For further information about how Invesco processes and protect your personal data and, subject to the conditions prescribed in applicable laws, how you can exercise your rights in relation to your personal data, please refer to Invesco' country- or region-specific recruitment privacy notices and statements which form part of this Invesco Talent Network Privacy Notice and are available on the following links:

**Australia:** <http://www.invesco.com/corporate/dam/jcr:c1ea7712-ede2-42b0-b46d-6c82a912c9fc/20180426-privacy-agreement-australia.pdf>

**China:** <http://www.invesco.com/corporate/dam/jcr:db1cdecf-2266-4448-b218-bebde0219274/20180426-privacy-agreement-china.pdf>

**EMEA:** <http://www.invesco.com/corporate/dam/jcr:d5bf14cb-f4bf-4f6e-b1d0-879215304583/20180426-privacy-agreement-eng.pdf>

**Hong Kong:** <http://www.invesco.com/corporate/dam/jcr:3af37cfa-3102-4ea9-824f-91f7ee68c6e8/20180426-privacy-agreement-hong-kong.pdf>

**India:** <http://www.invesco.com/corporate/dam/jcr:d1930872-81aa-4193-9ec5-16ef6b756350/20180426-privacy-agreement-india.pdf>

**North America:** <http://www.invesco.com/corporate/dam/jcr:5e54d328-2398-477b-a936-ce82fbbb9c03/20180426-privacy-agreement-na.pdf>

**Taiwan:** <http://www.invesco.com/corporate/dam/jcr:c7517375-79d1-4d5f-9e6a-739bbe7e4626/20180426-privacy-agreement-taiwan.pdf>

If you have any questions or concerns about our use of your personal data, please contact us at [emea.privacy@invesco.com](mailto:emea.privacy@invesco.com).