

ARTICLES

PRIVACY POLICY

At Locumlinx ("Locumlinx"), protecting your privacy is very important to us. Our goal is to treat the personal information you provide to us with the utmost respect, and in accordance with this Privacy Policy. This Privacy Policy explains how personal information about you may be collected, used, or disclosed as a consequence of your activities on this Site. We urge you to read it carefully.

By accessing, using and/or downloading materials from or sending or posting materials to, this Site, you agree on your own behalf and on behalf of each entity on whose behalf you act, to the terms of this Privacy Policy and to the practices for the collection, use or disclosure of your personal information as described here.

Please note that this Site is also governed by the Terms and Conditions of Use. We urge you to review the Terms and Conditions of Use before proceeding further on this Site.

WHAT INFORMATION DO WE COLLECT? ANONYMOUS BROWSING

You can visit this Site without telling us who you are or revealing any information about yourself, including your email address. In this case, our Web server may collect the name, address, the IP address and domain you used to access this Site, the type and version of browser and operating system you are using, and the web site you came from and visit next. This information is used by us and our business partners to measure the number of visits, average time spent, page views, and other statistics about visitors to this Site in general. We may also use this data to monitor site performance for systems administration purposes, to make this Site easier and more convenient to use and to report information in aggregate form to our advisers (e.g. how many visitors log in to this Site).

COOKIES

Cookies are small pieces of data stored by your Internet browser on your computer's hard drive, which permits us to recognize you when you access this Site. If you are browsing, a cookie is used to help us measure the number of visits, average time spent, page views, and other statistics relating to your use of this Site. If you are searching, a cookie is used to carry the search request data from the request page to the results page. This cookie, by itself, doesn't tell us your email address or who you are. If you decide to register on-line with us, we may collect additional information to provide tailored job opportunities or other information to you (see Personal Information Collection below). In this case, we use cookies to recognize you on subsequent visits and make your on-line experience more convenient, unless prohibited by law. Please note portions of this Site will not function if you do not accept cookies. Tracking user preferences also helps us serve you targeted advertising. Targeted advertisements are probably more interesting for you and are more productive for our advertisers.

PERSONAL INFORMATION COLLECTION, USE AND DISTRIBUTION TO THIRD PARTIES GENERALLY

There are times when we may ask you for or you may choose to provide information about yourself or your business to assist us in meeting your various needs. This information may be used for the following purposes: answering your questions, providing you with services you have requested, giving producers and developers of the Site information that is useful in determining appropriate new features, content and services, to provide advertisers with aggregate, not individual, information about our customers, or informing you of additional services or job opportunities provided by



Locumlinx or by our business partners, that may interest you.

To provide these services, we may need to ask you directly to provide, among other things, your name, mailing address, postal code, email address and phone number ("Registration Information"). You may also elect to apply on-line to a job posting (free of charge) OR to purchase one of our services. Purchasing services with us may require us to gather additional personal information (including credit or debit card information, where appropriate).

At times, we also conduct on-line surveys to better understand the needs, profiles, and experience of our visitors. You will be given the option to participate in such surveys. Unless you request to receive the results of the survey via email, no personal information is requested during such surveys and all information is used on an aggregated basis only. If, during the registration process, you indicate you would like us to keep you updated on new site developments and information about our services or about offerings from Locumlinx, we will send you these updates by email.

If you contact Locumlinx we may keep a record of that correspondence. We do not collect the email addresses of those who communicate with Locumlinx via email. We use the information provided only so that we may respond to the email. We do not knowingly solicit information from children and we do not knowingly market our services to children.

When you provide personal information to us, we may communicate and disclose it to third parties for the purpose of fulfilling, servicing and completing your requests and the transactions related to it. These third parties may be in the UK or in other parts of the world. By registering with Locumlinx, you agree that your information may be shared with third parties for the purpose of fulfilling, servicing and completing your requests and transactions related to it.

We may also aggregate statistics that we gather about the visitors to the Site, sales, traffic patterns, and services and provide these statistics to third parties; however, when we do, these statistics will not include any personal information that identifies individuals.

We may also use, disclose and communicate your personal information if required to do so by law including by an order of any court. Although we use all reasonable means to ensure that the information you provide to us is not used by third parties for purposes other than those described in this Privacy Policy, Locumlinx is not responsible for any improper use of your personal information that is beyond our reasonable control.

CV COLLECTION

As part of the services we provide, you may choose to provide us with your CV, to be viewed by our consultants and staff members who access this Website. In addition to the provisions of this Privacy Policy, the collection, use and distribution of your CV is governed by the Terms & Conditions of Use.

HOW DO YOU ACCESS AND UPDATE YOUR PERSONAL INFORMATION?

Locumlinx provides you with the means to access, update, edit or delete the Registration Information and other personal information you have provided to us at any time on your own by going to your user account and changing or deleting your Registration Information and other personal information as desired. If you decide at any time that you do not want to receive any updates you have subscribed for just send an email message to info@locumlinx.com indicating your preference not to receive updates. If you are unsure whether we have a record containing your personal information and would like to confirm whether or not we do, please send an email to info@locumlinx.com indicating all email addresses which you may have given us.

HOW IS YOUR PERSONAL INFORMATION SECURED AND PROTECTED?

Where Locumlinx considers it appropriate, Locumlinx uses encryption and/or authentication tools among other methods to protect certain web-based personal information. E-mails you send us are not necessarily secure when they are transmitted to us. If your communication is sensitive or includes confidential information such as a credit card number, you may want to provide it by post or via the telephone instead.

We instruct our employees with access to your personal information that it is to be used only in adherence with the principles set forth in this Privacy Policy and the laws applicable to each specific business. The only employees who have access to your personal information are administrative personnel. Employees who misuse customer personal information may be subject to disciplinary action.

WHAT IF WE CHANGE OUR PRIVACY POLICY?

Locumlinx reserves the right to modify or supplement this Privacy Policy statement at any time. If we make any material change to this Privacy Policy, we will update this Site to include such changes and post a notice on our home page, for a period of 30 days, with a link to the updated Privacy Policy. Please read any such notice and the new policy statement. If you return to this Site after a period of more than 30 days, please check this Privacy Policy to confirm that you are aware of the details of the most recent update. Please look at the top of this Privacy Policy to check the date that it was updated and to confirm that you are familiar with the terms of the most recent update. Your continued use of this Site after we post such notice will constitute your acceptance of the new terms and their application to your use of this Site and the personal information disclosed for such use, including personal information previously furnished us, as if they were the initial terms, and your consent to the use of your personal information as described in this privacy policy and elsewhere at our Website. However, we will seek your consent if we want to use your personal information for purposes other than those you have agreed to previously.

WEBSITE LINKS

This Site may contain links to other sites, including those of our business partners, vendors and advertisers. While we try to link only to sites that share our high standards and respect for privacy, please understand that we are not responsible for the content of, or the privacy practices employed by, other sites.

PRIVACY POLICY WITH RESPECT TO USE OF CVS

As part of the services Locumlinx provides, you are able to email your CV via our website. This section of Locumlinx's general Privacy Policy applies to the use of your CV by Locumlinx.

CVs are accessed by our consultants who seek to find you employment with third parties ("Third Parties"). Consultants are not permitted to disclose information outside our organization or beyond the Third Party, as applicable. Recruiters are also required to have entered into an agreement with Third Parties that requires such Third Parties to use your CV solely for the purpose of filling a job within the Third Party for which the information was provided and not disclosing your CV outside the organization. However, although Locumlinx deals only with reputable organizations, we cannot guarantee that all Employers and Third Parties will adhere to the limitations we impose on them. If at any time you would like your CV removed from our Website, you may do so by emailing info@locumlinx.com.

Some job postings which are posted on the Locumlinx Site allow you to follow links to where you can apply, and provide your CV, for a specific job posting. In some cases, such applications are still within the Locumlinx Site and its control. If



you are not asked to login using your Locumlinx Registration User ID and password, however, then both the application process, and your CV are outside the Locumlinx Site and Locumlinx's control. In such cases you will be providing your CV directly to the Employer or Recruiter and your CV will be subject to their privacy policy. Locumlinx is not responsible for the privacy practices of such Employer or Recruiter. In such cases, we encourage you to review the Employer or Recruiter's privacy policy.

Although we use all reasonable means to protect your personal information, Locumlinx is not responsible for any improper use of your personal information that is beyond our reasonable control.

Your CV when uploaded is converted in to various formats for our use only. These conversions are handled by an external datacentre server stack. Once conversion is complete your CV is then automatically deleted from that service. We are committed to ensuring that your information is secure. In order to prevent unauthorized access or disclosure, the data company have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information. We may disclose your information if necessary to protect our legal rights or if the information relates to actual or threatened harmful conduct or potential threats to the physical safety of any person. Disclosure may be required by law or if we receive legal process. If these servers are breached we are not responsible for this and cannot be held liable.

ACCOUNT REMOVAL

You can remove your account and all your data from our system, simply by emailing info@locumlinx.com.

Modern Slavery Act 2015 - Locumlinx Statement

This statement is made by the companies in the DRC Group pursuant to s.54(1) Modern Slavery Act. DRC is a market-leading provider of locum services to the health sector. DRC Group is committed to delivering high standards of corporate governance and accountability and we are committed to preventing slavery and human trafficking in our corporate activity and supply chain. We have taken into account guidance from the Home Office and the Recruitment & Employment Confederation (REC) to be aware of potential modern slavery risks and, where such risks might exist, to take appropriate action. We have reviewed our organisation and our supply chain and we are satisfied that there is no material risk of modern slavery or human trafficking relating to our business activity. We shall carry out periodic reviews to check whether there has been any change to this assessment. All of our locums are always fully vetted and compliance checked.