



S&P Global

S&P Global Candidate Privacy Policy and Notice

This Privacy Policy and Notice (“Policy”) describes S&P Global’s collection, use, disclosure, transfer and storage of your personal information as part of a position application, recruitment process or registration for job alerts via our careers webpage.

Who are we?

S&P Global Inc., and its subsidiaries and divisions globally (“S&P Global”) are committed to protecting the personal information that S&P Global obtains through our recruitment and hiring processes. When applying for a position with S&P Global, you will be applying for a position with one entity of S&P Global, the details of which will be provided to you as part of the recruitment and hiring process. The company of S&P Global that is your prospective employer is the data controller of your personal information with respect to your application (the “Company” or “we”, “us”, “our”).

Although S&P Global aims for consistency in our recruitment activities, differences in the applicable law across the various jurisdictions where we operate may mean that this is not always possible. We will process your personal information in accordance with this Policy unless doing so would not be permitted under applicable local law.

S&P Global may update this Policy from time to time and will post the most recent version online. We recommend that you review this Policy regularly to keep up to date with any such changes.

What types of personal information does S&P Global process?

Subject to applicable law, the Company may process the following types of personal information collected from you (either from the application or as part of the interview process) or other sources, when you register for job alerts on our careers page, or during the recruitment process. The other sources from whom we may collect personal information may include an employee of S&P Global that has referred you and other third parties where relevant to your application; for example, where we are provided with: (i) an employment reference from a former employer or professional body; (ii) confirmation of your immigration status; or (iii) a criminal background check from the relevant authority in that jurisdiction.

Type of information	Source(s)
Information related to your identity such as name (legal and preferred), contact details (including address, country of residence, email, and phone number)	You Employment search firms and other employment or technology service providers Public websites or social media sources (e.g., LinkedIn) where permitted by applicable law
Immigration or visa status such as work authorization status, current/future work sponsorship requirements, your work permit and other documentation we are required or permitted to collect by law to verify your immigration status and your right to work in the jurisdiction where you are applying for a position	You Employment search firms



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Nationality	You Employment search firms
Citizenship Status	You Employment search firms
City/Country of Birth	You Employment search firms
Date of Birth	You Employment search firms
Gender / Gender identity	You Employment search firms
National identifiers or identity documents such as your passport number or other government identification number, your ID card or driver's licence	You Identity verification services
Marital or Familial Status	You
Military service / Veteran status	You
Disability status (e.g., where you request accommodation) or any other health data that we may need to be provided with in order to accommodate any special requirements you might have or adjustments you may need to attend interviews or to comply with our statutory workplace or insurance obligations	You Employment search firms and other employment or technology service providers
Race/Ethnicity	You
Resume/CV, cover letter, professional and work experience (including your current company, department, location, dates of employment, title), educational background, details of your qualifications, other relevant skills or experiences that you have, such as languages, and any other career data	You Employment search firms and other employment or technology service providers Public social media sources where permitted by applicable law (e.g. LinkedIn) Employee referrals/references
Results from assessments, evaluations, or other reviews conducted as part of the recruitment process	You Employment search firms and other employment or technology service providers
Criminal conviction and credit history	You Consumer credit reporting companies Background check providers
Current compensation and expectations	You Employment search firms
Third party references, including information about your referees and their observations	You Employment search firms
Photos	You A photo may be taken of you during your interview to confirm your identity, where permitted by



S&P Global

applicable law

Biometric Information, such as facial recognition	You Background check providers
Other personal information that you post on social media	Background check providers Social media sources (e.g., LinkedIn), where permitted by applicable law

If we obtain personal information from third parties, we will take reasonable steps to confirm that such personal information was collected lawfully where required to do so by applicable law.

Some personal information which we collect, where required or permitted by applicable law or where you have given us your consent to do so (which may be withdrawn at any time where required under applicable law), may also be considered sensitive information or special category data under applicable law in relevant jurisdictions. For example, in the People's Republic of China, your ID information and financial information may be considered sensitive personal information.

If you provide us with personal information about other individuals (such as individuals listed as references), it is your responsibility to inform such individuals of their rights and to obtain their consent, where necessary under applicable law, to the processing (including transfer) of that personal information for the purposes set out in this Policy.

Why does the Company process my personal information?

We process your personal information to administer our recruitment activities, including to:

- Assess your suitability for the position for which you apply based on the information you have provided to us as part of your initial application, during interviews and/or from any further assessments you have undertaken as part of the recruitment process; and, in accordance with applicable law, to assess your suitability for other open positions and to make hiring decisions, including in connection with assessment or evaluation services provided by third-parties;
- Maintain and review our equal opportunity profile and support our diversity and inclusion efforts, in accordance with applicable law (including any applicable equality, diversity and discrimination legislation);
- Meet our obligations with respect to any health and safety requirements or security obligations in the relevant jurisdiction where you are applying for a position, including when you might visit our premises for interviews or assessments and require accommodation;
- Take further steps to enter into an employment contract with you; for example, communicating offers of employment to you where you have been successful in a recruitment process and informing you of current and future career opportunities as permitted by applicable law or where you have registered to receive job alerts from our career page;
- Communicate with you to facilitate, manage, and improve our recruiting and hiring processes, schedule an interview, administer on-boarding activities and maintain employment records. This may include discussing your application further, inviting you to interviews, post-recruitment process follow-up, and providing you with feedback;



S&P Global

- Verify your right to work in the jurisdiction of the position for which you have applied; and
- Authenticate your identity and conduct or obtain reference and background checks or criminal record checks to the extent required or permitted by applicable law. Data relating to your criminal conviction history will only be collected :(i) where we have made a conditional offer of employment that is subject only to background checks; and (ii) where such checks are permitted by applicable law, providing for the appropriate safeguards for your rights and freedoms as a prospective employee. Background checks may also include a review of your social media activity, where permitted by law. Background checks may also include the collection and processing of biometric information by a background check provider, such as facial recognition, for identity verification. Where consent is required under applicable law, if you do not consent to the use of your biometric information for this purpose, please contact the recruiter for an alternate identity verification mechanism.

What is the Company's legal basis for processing my personal information?

Depending on the law applicable to your personal information, your personal information may be processed on the basis of one or more of the following legal grounds:

- we have requested and been given your explicit consent (your consent can be withdrawn at any time where required by applicable law by contacting us using the details below);
- processing your personal information is necessary for our (or a third party recipient's) legitimate interests (including our legitimate human resources and business management interests) in facilitating recruitment, evaluation, and hiring processes, in particular: the interview process and communicating with you; making informed recruitment decisions and selecting suitable candidates for roles with us; performing background checks through service providers (such as criminal and credit history, to the extent relevant and permitted and, where necessary, also with your consent); improving our recruiting and hiring processes and applying industry best practices;
- to take steps at your request prior to entering into a contract with you (for example, where you have accepted an offer of employment and we need to take steps in accordance with the agreement that require processing of your personal information);
- the processing of your personal information may also be necessary for us to comply with legal or regulatory requirements (in particular with respect to maintaining records, applicable equal opportunities monitoring and reporting obligations and verifying your right to work in the relevant jurisdiction where required by authorized authorities); and
- if you are in a jurisdiction where legitimate interest is not a ground for processing, either at all or in respect of particular categories of personal information, we will process your personal information as required or permitted by law, including based on your consent where required or permitted by applicable law.

Our ability to process or evaluate your application will be limited if we do not process your personal information.

When and why will the Company share my personal information?

Within S&P Global:

Your personal information may be disclosed to our human resources, finance and administration functions and other relevant personnel, such as interviewers involved in the recruitment process, managers in the business area with a vacancy, and IT and compliance/legal department personnel, for recruitment, compliance, administrative and



management purposes as described in this Policy. Relevant S&P Global entities have executed data processing agreements, data transfer agreements or other types of data agreements pursuant to the applicable privacy laws in order to implement appropriate safeguards for transfers of personal information.

Service providers:

We may share your personal information with recruitment, scheduling, assessment, on-boarding and administration service providers, background check providers, affirmative action plan and diversity analytics providers, and hosting, cloud and other technology services providers on a need-to-know basis in accordance with applicable law. For example, we may provide your name and email address to our service providers engaged in candidate role matching and recommendations, including based on behavioral assessments, game-based recruiting, or resume reviews, where such assessments are applicable for the role to which you have applied. We require that these service providers protect your personal information in accordance with applicable law. Sometimes we may share your personal information without your consent where permitted or required under applicable law, including where service providers assist us in the processing of your personal information described in this Policy. Relevant S&P Global entities execute data processing agreements, data transfer agreements and/or other types of data agreements pursuant to applicable privacy laws in order to implement appropriate safeguards for transfers of personal information.

Third parties:

We may share your personal information with other third parties, for example in the context of the possible sale or transfer of all (or a portion) of our business or assets to a third party in the event of merger, acquisition, liquidation or similar event, or to relevant third parties such as auditors, lawyers or professional advisors, our insurers in accordance with applicable law. If required by law in a particular jurisdiction, we will require that third party continue to comply with this Policy or obtain your consent again.

We may need to disclose your personal information to comply with a subpoena, bankruptcy proceedings, or similar legal process, or in response to lawful requests by public, regulatory or government authorities, or when disclosure is reasonably necessary to protect our property or rights, or those of you or third parties, or the public at large. We may also share your personal information as permitted by law for the establishment, exercise, or defence of legal claims. In some jurisdictions, we may also process your personal information if it has already been publicly disclosed by you and, in jurisdictions such as the People's Republic of China, where such processing is directly related to national security or public safety, or public health or other public interests.

There may be other circumstances where we disclose your personal information when you have given us your consent to do so (which you can withdraw at any time by contacting us on the details below).

Do you transfer personal information between jurisdictions?

Yes. S&P Global is a multi-national group with headquarters in New York, United States of America. We may process your personal information outside of the jurisdiction in which it was collected for the purposes set out in this Policy, including within the S&P Global group globally and with service providers outside that jurisdiction. Where your personal information is transferred to a jurisdiction without adequate privacy laws, S&P Global has policies and procedures to put measures in place to protect the personal information that is transferred in accordance with applicable privacy laws (such as the Standard Contractual Clauses released by the European Commission).

How do you protect my personal information?



S&P Global

We adhere to applicable data privacy laws and have appropriate security measures (including physical, electronic, and procedural safeguards) designed to prevent your personal information from being accidentally lost, used altered, disclosed or accessed in an unauthorized way. However, the security of information can never be guaranteed. In the event of a serious security incident, where required by applicable law, we will notify you and report to applicable regulators.

We limit access to your personal information to those employees, agents, contractors, service providers and other third parties who have a business need to know and are subject to confidentiality obligations.

What happens to my personal information if my application is successful?

If your application is successful, personal information processed during the recruitment process will be added to your employee record and processed in accordance with S&P Global's employee privacy policy. You will be provided with access to a copy of that policy at the time of accepting your offer of employment and at any time on our intranet after you start with us.

How long will you keep my personal information if my application is unsuccessful?

We will retain your personal information for as long as necessary to review your application, or, to the extent applicable, until you have withdrawn your consent, and for an additional period as is necessary for the purposes described in this Policy (for example where you have requested that we consider you for any upcoming vacancies). To determine the appropriate retention period for personal information, we consider applicable legal requirements, the amount, nature, and sensitivity of the personal information, the potential risk of harm from unauthorized use or disclosure of your personal information, and the purposes for which we process your personal information. To understand how long we will retain your personal information, please contact Privacy@spglobal.com.

No automated decision making process is utilized in the recruitment process currently.

How can I exercise my rights under data privacy laws, such as to access or correct my personal information, request that it be deleted, or ask for it to be transferred to another organization?

You may have certain rights with respect to your personal information under applicable data protection laws or contractual commitments made by the Company.

If you would like to exercise these rights, you may use [this Personal Information Request Form](#), email privacy@spglobal.com, or call us at 1-855-529-1761. If you disagree with how we handled a request, you may appeal our decision by contacting us with the subject line "Appeal," at privacy@spglobal.com. The Company will address your request based on the data protection laws of your particular jurisdiction. We will respond to your request within 30 days or earlier if we can or are required to do so by applicable law.

Subject to applicable law, you may have the following rights in relation to your Personal Information:

- Right of access: You may request access to your Personal Information, confirmation that we have information about you, or information about our processing of your Personal Information which may include, depending on your



S&P Global

jurisdiction the right to request: the categories of Personal Information we process or have processed about you, a list of the specific third parties with whom your Personal Information was disclosed, or access to your data in a portable, machine-readable format. If you require additional copies, we may need to charge a reasonable fee where permissible under applicable law.

- **Right to rectification:** If your Personal Information is inaccurate or incomplete, you are entitled to ask that we correct or complete it. If we shared your Personal Information with others, we will tell them about the correction where possible. If you ask us, and where possible and lawful to do so, we will also tell you with whom we shared your Personal Information so you can contact them directly. Note that we may keep historical information in our backup files as permitted by law.
- **Right to erasure:** You may ask us to delete or remove your Personal Information, such as where Personal Information is no longer necessary in relation to the purposes for which we collected it. If required by law, we will grant a request to delete information, but you should note that in many situations we may keep the personal information to comply with our legal obligations, resolve disputes, enforce our agreements, or for another business purposes. If we shared your Personal Information with others, we will tell them about the erasure where possible. If you ask us, and where possible and lawful to do so, we will also tell you with whom we shared your Personal Information so you can contact them directly.
- **Right to restrict Processing:** You may ask us to restrict or block the Processing of your Personal Information in certain circumstances, such as where you contest the accuracy of the data or object to us Processing it. We will tell you before we lift any restriction on Processing. If we shared your Personal Information with others, we will tell them about the restriction where possible. If you ask us, and where possible and lawful to do so, we will also tell you with whom we shared your Personal Information so you can contact them directly.
- **Right to data portability:** You have the right to obtain from us your Personal Information that you consented to give us or that is necessary to perform a contract with you. We will give you your Personal Information in a structured, commonly used and machine-readable format. You may reuse it elsewhere.
- **Right to object:** You may ask us at any time to stop Processing your Personal Information, and we will do so if we are relying on a legitimate interest to process your Personal Information – unless we demonstrate compelling legitimate grounds for the Processing.
- **Right to withdraw consent:** If we rely on your consent to process your Personal Information, you have the right to withdraw that consent at any time. This will not affect the lawfulness of Processing before we received notice that you wished to withdraw your consent.
- **Right not to be discriminated against:** If you exercise any of the rights set out in this Section, in certain jurisdictions you have the right not to be discriminated against as a result of such exercise.
- **Right to nominate:** In certain jurisdictions, you may have a right to nominate another person to exercise your rights in the event of death or incapacity.
- **Right to lodge a complaint with the data protection authority:** If you have a concern about our privacy practices, including the way we handled your Personal Information, or if you are not satisfied with our response, you may have the right to lodge a complaint with your local supervisory authority. Contact details for certain data protection authorities is available [here](#).



- Please note, not all of the rights described above are absolute, and they do not apply in all circumstances. In some cases, we may limit or deny your request because the law permits or requires us to do so, because a right is not granted by the laws that apply to a specific person, or if we are unable to adequately verify your identity. Additionally, in certain jurisdictions we may be entitled to charge a fee in connection with the exercise of these rights, which will be communicated to you if applicable

Please note that in order to fulfil your request, we may need you to provide certain personal information to verify your identity. We may verify your identity in person, by phone call, or via email. Depending on your request, we will ask for information, such as photographic or other forms of identification to us.

In some circumstances, you may designate an authorized agent to submit a request to exercise certain privacy rights on your behalf. If you are an authorized agent submitting a request on behalf of an individual, you must provide all requested information establishing your authorization as an agent to act on another person's behalf. Please note, we may deny a request from an authorized agent that does not submit proof that they have been authorized to submit such request.

How can I make a complaint about the handling of my personal information or response to my request to exercise my rights?

If you have a concern about our privacy practices, including the way we handled your personal information, you may report it to privacy@spglobal.com or 55 Water Street, New York, NY 10041, or to the data protection authority that is authorized to hear those concerns.

How can I contact the Company with questions?

If you have questions about this Policy, or if you need to access this Policy in an alternative format due to having a disability, please contact Privacy@spglobal.com or peoplemovementsupport@spglobal.com.

In some jurisdictions, we also have local contact details that you may prefer to use as set out in our [Global Corporate Privacy Policy](#). Look for the heading "How can you contact us?".

Additional Information for California Residents

California law requires us to disclose the following additional information related to our privacy practices. If you are a California resident, this section applies to you in addition to the rest of the Policy:

- **Categories of Personal Information Collected and Disclosed.** California law requires organizations to disclose whether certain categories of personal information are collected, sold, or shared for purposes of cross context behavioral advertising or disclosed for a "business purpose" (as those terms are defined under California law). We do not "sell" or "share" personal information collected in accordance with this Policy (as such terms are defined under California law).

The following table describes the categories of personal information we collect and to whom we disclose such information



S&P Global

for business purposes. Please note, in addition to the recipients identified below, we may disclose any of the categories of personal information we collect with government entities, as may be needed to comply with law or prevent illegal activity.

Categories of Personal Information	Disclosures for a Business Purposes
Identifiers, such as real name, alias, postal address, unique personal identifier, online identifier, email address, account name, or other similar identifiers.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Internet service providers • Operating systems and platforms • Other Service Providers
Government Issued Identification, such as social security number, driver's license number, state issued identification number, or passport number.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Characteristics of protected classifications under California or federal law, such as age, race, color, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression), sexual orientation, veteran or military status to the extent disclosed by you.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Internet or other electronic network activity information, such as your search history, browsing history, login information, and IP addresses on company information systems and networks.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Internet service providers • Operating systems and platforms • Other Service Providers
Audio, electronic, visual, thermal, olfactory, or similar information, such as photographs.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Professional or employment-related information, such as work history, academic and professional qualifications, educational records, references, interview notes, and background checks.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Inferences drawn from any of the information listed above.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Additional categories of personal information described in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)), such as signature, physical characteristics, or description.	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers
Biometric information	<ul style="list-style-type: none"> • Affiliates or subsidiaries • Service Providers

- **California Sensitive Information Disclosure.** Some of the personal information we collect as described above is considered "sensitive personal information" under California law. We may collect the following categories of sensitive personal information (as defined under California law): Social security number, driver's license, state identification card, or passport number; Account log-in in combination with any required security or access code, password, or credentials allowing access to an account; Racial or ethnic origin; Information concerning health (e.g., where you request accommodation); and Information concerning sex life or sexual orientation. This information is collected in order to process your application, evaluate you in the recruitment and hiring process, including to assess your eligibility for available positions, and to comply with legal obligations (e.g., health and safety, anti-discrimination laws). Note that we do not use such information for any purposes that are not identified within the California Privacy Rights Act Section 1798.121. We do not "sell" or "share" sensitive personal information for purposes of cross-context behavioral advertising.



- **California Privacy Requests.** For information about the requests we receive from California residents to exercise their privacy rights, including the number of requests and the average number of days we've taken to respond to requests, please click [here](#).

As part of our focus on maintaining a strong information security posture, S&P Global has an established policy to prohibit recording meetings and events (including internal meetings/calls), with the exception of approved use cases. As candidate interviews do not fall under any of our approved use cases, we would kindly ask that you do not make use of any recording technology (including AI transcript software) to record your interview.

Last Updated: June 2025