

RECRUITMENT PRIVACY NOTICE

We are Flutterwave (the "Company"), a financial technology company providing payment services and infrastructure to individuals, governments, and organizations. For any questions or requests about how we use your personal data, contact us at privacy@flutterwavego.com.

1. Personal Data We Collect

When you apply for a role at Flutterwave, we may collect:

- **Identity and Contact Data:** name, email address, phone number, residential address, social media/website details.
- **Professional Data:** Curriculum Vitae or resume information, educational background, work history, professional references and qualifications.
- **Technical Data:** IP address, device details, browser details, page interactions when using our Careers site.
- **Communications:** records of emails or conversations with us.

2. How We Collect and Use Your Data

We obtain your data when you:

- Apply through our Careers page, email, or third-party platforms.
- Contact us directly.

We use your data to:

- Assess your suitability for a role (including background/reference checks).
- Communicate with you during the recruitment process.
- Meet legal and compliance obligations (e.g., verifying work eligibility).
- Improve our recruitment process and website experience.

3. Legal Basis for Processing

We process your data because:

- **Legitimate interests** – evaluating your application, scheduling interviews, contacting your professional references, conducting background checks etc.
- **Legal obligations** – complying with employment, immigration, or court requirements etc.
- **Consent** - in some cases, we will ask for your clear permission before using your data for certain purposes.
 - For example, as part of any Flutterwave Recruitment CSR Initiative, you may choose to allow us to share your application with trusted recruitment partners if you are not selected for a role at Flutterwave.

- This is entirely optional. If you agree, we will only retain and share your data for up to two (2) years, after which sharing will stop.
- You can withdraw your consent at any time by contacting **privacy@flutterwavego.com**. Withdrawing consent will not affect your current or future job applications with Flutterwave in any way.

4. Disclosing Your Data

We may share your data with:

- Third-party recruitment partners and background check providers.
- Government or regulatory authorities or law enforcement agencies, where legally required.
- Flutterwave's subsidiary or affiliate companies or acquiring entities in the event of a merger or sale.

5. Your Data Protection Rights

Subject to applicable law, you have the right to:

- Access the data we hold about you.
- Correct anything that is inaccurate or outdated.
- Ask us to delete your data when it's no longer needed.
- Object to or restrict how we use your data.
- Withdraw your consent, where you have previously given it.
- Not be subject to automated decisions that affect you.
- Data portability – ask us to send your personal data to you or another organisation in a structured, commonly used format. Please note that this is subject to technological feasibility.
- Lodge a complaint with the relevant data protection authority in your country

You can exercise your rights by contacting **privacy@flutterwavego.com**. We may request proof of identity before acting on your request.

6. Data Transfers, Security and Retention

As a global company, we may transfer your data across borders. Where we do so, we utilize appropriate safeguards in line with the applicable Data Protection legislation and industry best practices, to ensure your data is protected.

Flutterwave takes technical, physical, and organisational measures to ensure that your Personal Data is properly secured against unauthorised or unlawful use, alteration, unauthorised access or disclosure, accidental or wrongful destruction, and loss.

We keep your personal data for a maximum of **two (2) years** after your application, unless we are actively considering you for another role at Flutterwave or we are required by law to further

retain your data. You can request deletion at any time by contacting us at privacy@flutterwavego.com. If you do so, we will delete your data, unless we are legally required to keep it.

8. Cookies

We use cookies on our website to improve functionality and user experience. You can see our [Cookie Notice](#) for further details.

9. Updates

We may update this Notice from time to time. The latest version will always be available on our Careers site.

10. Contact Us

Our Data Protection Officer (DPO) oversees compliance with data protection laws. If you have questions, concerns, or wish to exercise your rights, contact us at privacy@flutterwavego.com