

SHAKEY'S PRIVACY STATEMENT

Shakey's Pizza Asia Ventures Inc. (SPAVI), through its shakeyispizza.ph, is committed to protecting your privacy. The personal information requested is necessary to process your job application. This Privacy Statement explains data collection, retention, and use in strict compliance with the Data Privacy Act of 2012 and its Implementing Rules and Regulations. SPAVI is and shall not be responsible for the content and/or the privacy policies of websites to which it may link.

Scope of this Policy

This Privacy Statement applies to the following stakeholders (hereafter: "you"/"your"):

- Applicants to Shakey's Pizza Asia Ventures and its subsidiaries;
- Current employees of Shakey's Pizza Asia Ventures and its subsidiaries; and,
- Contractors, Consultants and Agency Staff contracted by Shakey's Pizza Asia Ventures and its subsidiaries.

This Privacy Statement provides for the obligations of SPAVI and its subsidiaries (hereafter: "we"/ "our"/"us) as an employer or principal towards you, and your obligations towards us, in terms of data protection and how privacy protection is applied. By accepting the terms of your employment contract and/or your Confidentiality and Privacy Agreement with us, or when applying to work with us, you are consenting to this Privacy Statement.

Collection of your Personal Information

We will ask you when we need information that personally identifies you and allows us to contact you. Personal information collected is necessary to process your job application. All the information we collect from you will be for statistical, demographic, and marketing purposes. These statistics and aggregate reports will not contain any personally identifiable information. Your identity is kept anonymous. We will not give out your information or sell it to others.

The following information are required to process your job application: Full Name, Address, Email Address, Contact Number(s), Education and Work Information

The following information are required so we can comply with our obligations: Maternity/paternity/parental leave, Diversity requirements, Working hours, Sick leave, Payroll, Health and Safety – accident or injuries at work.

In specific cases, the following collection of personal data may apply, but are not limited to these examples: Checking of qualifications during recruitment, Provision of employee benefits such as health insurance, pensions or lunch vouchers, Performance management to facilitate career development through annual appraisals, Security and monitoring access to our premises (badge controls), video surveillance, Resource management for the allocation and maintenance of resources (access rights to office buildings, IT systems, databases), Training for the organisation of training sessions.

A third-party provider for online job applications, PAGEUP People Limited, shall receive your personal information for the purpose of compiling and processing for consideration by SPAVI. For reference, please read the privacy statement of PageUp in this link <https://www.pageuppeople.com/en-ph/privacy/>.

Use of your Personal Information

Your personal information is collected for the purposes of processing and documentation, statistics and marketing, and as reference in our future communications with you. Your personal information is never displayed publicly.

We ask for your city, state, zip code, and country. You will provide us with your street address and telephone number. We may use this information to contact you in the unlikely event that we need to get in touch and your email address is not working. Our system is generally stored and accessed at the Shakey's Head Office at Wow Center in Parañaque City.

SPAVI may, and you hereby expressly consent that SPAVI shall disclose your personal information if required to do so by law or in good-faith belief that such action is necessary to (a) conform to the edicts of the law or comply with legal process served on SPAVI; (b) protect and defend the rights or property of SPAVI, (c) act in urgent circumstances to protect the personal safety of SPAVI or its designees, users of forum and/or the services associated with forum, or members of the public, or (d) refer you to other affiliate or related companies for similar or analogous job positions.

Access and Control to Your Personal Information

We will provide you with the means to ensure that your personal information is correct and current. In SPAVI you can view, edit, and delete personal information you have already given us and change the options affecting the use and display of your personal information by logging in to your HR Hub account.

Security of Your Personal Information

SPAVI is committed to protecting the security of your personal information. We use a variety of security technologies and procedures to help protect your personal information from unauthorized access, use or disclosure.

When you provide us with personal information, it is done through a Secure Server. One of today's most advanced security systems – Secure Socket Layers (SSL) – encrypts all information you provide before sending it to our own server.

Use of Cookies

When you visit shakeyispizza.ph, a cookie is placed on the visitor's computer (if the visitor accepts cookies) or is read if the visitor has visited the site previously. We use cookies to remember users' session information from page to page. In addition, our advertisers place cookies of their own on visitors' computers. Though outside of our control, these cookies are usually used to prevent the advertiser from delivering the same advertisement to the same visitor more than a set number of times.

Enforcement of this Privacy Policy

If you have questions regarding this policy, you should contact shakeyispizza.ph by email at privacy@shakeyispizza.ph or directly talk to our Data Protection Officer and Legal Counsel Atty. James Earl R. Chew at jrchew@shakeys.biz by phone at (02) 867-7637.

Changes to this Privacy Policy

SPAVI through shakeyispizza.ph will occasionally update this privacy. When we do, we will also revise the "last updated" date of the Privacy Statement. For material changes to this statement, SPAVI through shakeyispizza.ph will notify you by placing prominent notice on the main page.

Last updated: 30 April 2018