

Last updated: April 2021

Privacy Notice / EY MillionYou Forum

1. Introduction

This Privacy Notice is intended to describe the practices EY follows in relation to the EY MillionYou Forum (the "Forum") with respect to the privacy of all individuals whose personal data is processed and stored in the Forum. This Privacy Notice should be read together with the [ey.com Privacy Statement](#), and in case of any conflict with the [ey.com Privacy Statement](#), the terms of this Privacy Notice will prevail. Please read this Privacy Notice carefully.

2. Who manages the Forum?

"EY" refers to one or more of the member firms of Ernst & Young Global Limited ("EYG"), each of which is a separate legal entity and can determine the purposes and means for data processing in its own right (i.e. act as a data controller or in a similar capacity). The entity that is acting as data controller (or similar capacity) by providing this Forum on which your personal data will be processed and stored is EY Crowdsourcing sp. z.o.o.

The personal data in the Forum is shared by EY Crowdsourcing sp. z o. o. with one or more member firms of EYG and EYGS LLP (see "Who can access your personal data" section 6 below).

The Forum is hosted on servers in the Netherlands.

3. Why do we need your personal data?

The purpose of the Forum is to facilitate public exchange of views on all matters relating to the workforce between EY professionals. Those opinions and sentiment will be captured in three ways:

1. Survey's,
2. Polling questions and,
3. Discussion threads.

Your personal data processed in the Forum is used as follows: to collect data on how the survey respondents and discussion participants feel about their working lives and experiences. On this basis, aggregated reports will be prepared consisting of raw data for internal use, segmented for specific client teams where appropriate and thought leadership generated that cites the insights and data gathered on the Forum. The responses will not be processed on an individual and identifiable basis. Platform users may receive e-mail notification about utilitarian functions or platform activities. Where applicable, users who have opted in to subscribing to the EY marketing newsletter by clicking on a link to join, would have their data exported from the MillionYou Platform and subsequently imported into Marketo in accordance with the EY Global Marketo data handling policy: first name, last name, email address, company name, job position.

EY relies on the following basis to legitimize the processing of your personal data in the Forum:

For Former EY Partners and employees, EY Alumni, Clients, former clients, vendors and former vendors: we process your personal data based on your consent. The provision of your personal data to EY is optional. However, if you do not provide all or part of your personal data, we may be unable to carry out the purposes for processing. You have the right to withdraw your consent at any time.

For EY Staff: Legitimate interests, in particular to enable EY to undertake a global survey (via crowdsourcing) which will ultimately assist EY client entities.

Processing of your personal data is necessary for the purposes of the legitimate interests pursued by the data controller or by a third party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject which require protection of personal data. The specific legitimate interest(s) are to enable EY to undertake a global survey (via crowdsourcing) which will ultimately assist EY client entities.

You have the right to object at any time, on grounds relating to your particular situation, to the processing of personal data concerning you based on the above legitimate interest(s).

4. What type of personal data is processed in the Forum?

The Forum processes these personal data categories:

- First name & last name
- Email address
- Job title
- company name
- Age range
- Work status i.e.: employed or self-employed, full-time, part-time, contract worker
- industry sector

This data is sourced from: Provided directly by EY Partners, employees or contractors and respondents who provide their responses into the Forum.

5. Sensitive personal data

Sensitive personal data reveals your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health or data concerning sex life or sexual orientation.

EY does not intentionally collect any sensitive personal data from you via the Forum. The Forum's intention is not to process such information.

6. Who can access your personal data?

Your personal data is accessed in the Forum by the following persons/teams:

Name	Location	Purpose	Level of access
Platform Administrator	Poland	Management of the users and the platform	Read/Write/Delete
Moderator	Poland	Management of the platform and the content on the platform	Read
EY GDS Poland (administrator)	Poland	EY Azure management	Read/Write/Delete
EY Clients	Global	Access the platform to provide responses to questions in the Forum.	Read/Write (their own data only)
EY professionals	Global	Access the platform to provide responses to questions in the Forum.	Read/Write (their own data only)
Client Technology	Global	Data migration and import/export Support L1, etc. Maintenance Database admin	Read/Write/Delete
Volunteer EY professional Forum manager	Global	Providing results back to their specific client	Edit, Read/write
Marketo Platform Administrator	Global	Transfer of user data for users who have requested a subscription to an EY marketing newsletter.	Read

The access rights detailed above involve transferring your personal data to the Netherlands and Poland, both of which are within the European Economic Area. An overview of EY network entities providing services to external clients is accessible [here](#) (See Section 1 (About EY) - “View a list of EY member firms and affiliates”). EY will process your personal data in the Forum in accordance with applicable law and professional regulations in your jurisdiction. Transfers of personal data within the EY network are governed by EY’s [Binding Corporate Rules](#).

We transfer or disclose the personal data we collect to third-party service providers (and their subsidiaries and affiliates) who are engaged by us to support our internal ancillary processes. For example, we engage service providers to provide, run and support our IT infrastructure (such as identity management, hosting, data analysis, back-up, security and cloud storage services) and for the storage and secure disposal of our hard copy files. It is our policy to only use third-party service providers that are bound to maintain appropriate levels of data protection, security and confidentiality, and that comply with any applicable legal requirements for transferring personal data outside the jurisdiction in which it was originally collected.

To the extent that personal data has been rendered anonymous in such a way that you or your device are no longer reasonably identifiable, such information will be treated as non-personal data and the terms of this Privacy Notice will not apply.

7. Data retention

Retention periods vary in different jurisdictions and are set in accordance with local regulatory and professional retention requirements.

In order to meet our professional and legal requirements, to establish, exercise or defend our legal rights and for archiving and historical purposes, we need to retain information for significant periods of time.

The policies and/or procedures for the retention of personal data in the Forum are:

- The total retention period is defined and will be implemented in accordance with the EY Records Retention Global Policy and the relevant Country Retention Schedule (CRS)
- Log Data will be retained in accordance with the EY IT Logging Policy

After the end of the data retention period, your personal data will be deleted.

8. Security

EY protects the confidentiality and security of information it obtains in the course of its business. Access to such information is limited, and policies and procedures are in place that are designed to safeguard the information from loss, misuse and improper disclosure. Additional information regarding our approach to data protection and information security is available in our [Protecting your data](#) brochure.

9. Controlling your personal data

EY will not transfer your personal data to third parties (other than any external parties referred to in section 6 above) unless we have your permission or are required by law to do so.

You are legally entitled to request details of EY’s personal data about you.

To confirm whether your personal data is processed in the Forum or to access your personal data in the Forum or (where applicable) to withdraw your consent, contact your usual EY representative or email your request to global.data.protection@ey.com.

10. Object, rectification, erasure, restriction of processing or data portability

You can confirm your personal data is accurate and current. You can object to the processing of your personal data or request rectification, erasure, restriction of processing or a readily portable copy of your personal data by contacting your usual EY representative or by sending an e-mail to global.data.protection@ey.com.

11. Complaints

If you are concerned about an alleged breach of privacy law or any other regulation, contact EY's Global Privacy Leader, Office of the General Counsel, 6 More London Place, London, SE1 2DA, United Kingdom or via email at global.data.protection@ey.com or via your usual EY representative. An EY Privacy Leader will investigate your complaint and provide information about how it will be handled and resolved.

If you are not satisfied with how EY resolved your complaint, you have the right to complain to your country's data protection authority. You can also refer the matter to a court of competent jurisdiction.

Certain EY member firms in countries outside the European Union (EU) have appointed a representative in the EU to act on their behalf if, and when, they undertake data processing activities to which the EU General Data Protection Regulation (GDPR) applies. Further information and the contact details of these representatives are available [here](#).

12. Contact us

If you have additional questions or concerns, contact your usual EY representative or email global.data.protection@ey.com.