

Third-Party Sub-processors

Arctic Shores uses third party Sub-processors to process personal data for our UNA Platform:

Sub-Processor	Purpose	Type of Data Shared	Processing Location	Contact Details
Amazon Web Services EMEA Sarl	Providing cloud infrastructure service, hosting and backup	Name Email address Candidate ID IP address Psychometric assessment results Optionally provided demographic data: such as age, ethnicity & learning difficulties (health information)	UK/ Ireland region	Greenhills Rd, Tymin North, Dublin
ZenDesk	Customer & Candidate ticket support desk	Name Email address Candidate ID Not routinely saved: IP address Psychometric assessment results Optionally provided demographic data: such as age, ethnicity & learning difficulties (health information)	UK / Ireland region	Zendesk, Inc. 989 Market Street San Francisco, CA 94103 United States
Snowflake	Data warehouse analytics	Candidate ID Psychometric assessment results Optionally provided demographic data: such as age, ethnicity & learning difficulties (health information)	UK / Ireland region	Snowflake Inc. 135 Constitution Drive Menlo Park, California 94025 United States
Kombo	Integration Platform as a Service (iPaaS) linking AS assessment with Customer ATS if	Candidate name Candidate email address Candidate score	European Union	Data Protection Officer, Philipp Heindorff Fresh Compliance GmbH Schönhauser Allee 43a

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	implemented			10435 Berlin
Gainsight PX	Product analytics	IP address customer email address Candidate ID	European Union	Lionheart Squared Limited 17 Glasshouse Studios, Fryern Court Road Fordingbridge, Hampshire SP6 1QX U.K. Email: privacy@lionheartsquared.com
JIRA	Tracking of support tickets, including SARs	Name Email address Candidate ID	United Kingdom	Atlassian Corporation Plc, Exchange House, Primrose Street, London EC2A 2EG, United Kingdom (c/o Herbert Smith Freehills LLP)
Google Gemini	AI tool to help analyse, triage and prepare responses to support queries, with human oversight where appropriate	Name Email address Candidate ID	United Kingdom / European Union	Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, D04 E5W5 Ireland
Google Workspace	Communication by email, file storage for candidate reports / exports & analysis	Name Email address Candidate ID IP address Psychometric assessment results Optionally provided demographic data: such as age, ethnicity & learning difficulties (health information)	United Kingdom / European Union	Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, D04 E5W5 Ireland
Slack	Internal business communications to facilitate support request	Candidate name Candidate email address Candidate ID	United Kingdom	Slack Technologies Limited, Salesforce Tower, 60 R801, North Dock, Dublin, Ireland