

Data Protection & Privacy Notice

The data privacy regulations of some countries require that a person making a report containing personal data be notified of certain collection and retention practices regarding the information submitted and must accept the terms and conditions for the use of this service. In this notice, when we talk about “personal data” we mean information directly or indirectly relating to an identified or identifiable natural person.

The entities responsible for the processing of your personal data are (i) NAVEX (the tool you are using to make this report), as well as (ii) any entity in the Ancestry group of companies that may be required to process certain personal data in order to properly manage the report.

You are being asked to read and accept the terms outlined below. If you do not accept the terms below, we are unable to accept any information through this system.

1. General

This service is a web and phone-based intake system provided by Ancestry to individuals for reporting suspected violations of laws or regulations or company policies.

2. Use of this service

Use of this service is entirely voluntary. You are encouraged to report possible violations directly to your supervisor or manager if you are a company employee. If you feel that you are unable to do so, you may use this service to make your report.

This service is a confidential online reporting system that allows you to report certain matters related to suspected violations of law or company policies. Regulations in certain countries may restrict the types of matters that may be reported; generally these relate to financial concerns, accounting or auditing irregularities, bribery, competition law violations, discrimination and harassment, and impacts to the environment, health, hygiene, and safety. If your concern pertains to a matter that is not available to select, please contact your supervisor or local management to report the matter.

Please be aware that the information you supply about yourself, your colleagues, or any aspect of the company’s operations may result in decisions that affect others. Therefore, you should only provide information that you believe is true. You will not be subject to retaliation or penalization for any report of a suspected violation that is made in good faith, even if it later turns out to be factually incorrect. Please be aware, however, that knowingly providing false or misleading information will not be tolerated. The information you submit will be treated confidentially except in cases where this is not possible because of legal requirements or to conduct an investigation, in which case the information will be handled sensitively. You may

identify yourself in the report for us to follow up with questions we may have, or you may report anonymously.

3. What personal data and information is collected and processed?

This service captures the following personal data and information that you provide when you make a report: (i) your name and contact details (unless you report anonymously) and whether you are employed by the organization; (ii) the name and other personal data of the persons you name in your report if you provide such information (i.e.: description of functions and contact details); and (iii) a description of the alleged misconduct as well as a description of the circumstances of the incident which may also contain sensitive personal data. We may also collect Sensitive Personal Data if you include it in your report. Sensitive Personal Data will be processed only (i) with your explicit consent; (ii) to the extent necessary or permissible under applicable laws; or (iii) when processing is necessary for the exercise or defense of legal claims. The term “Sensitive Personal Data” includes information that falls into specialized, legally protected categories and may include, depending on where you live, information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic or biometric data, and information about health or sex life, including gender identity.

Note that the laws of some countries do not permit reports to be made anonymously; however, your personal information will be treated confidentially and will only be disclosed as set out below.

4. How will the personal data and information be processed after you report and who may access personal data and information?

The personal data and information you provide will be stored in servers hosted and operated by NAVEX in the United States (“US”). We have a data processing agreement in place with NAVEX to ensure the safe and secure transfer of that data to the US. NAVEX is committed to maintaining stringent privacy and security practices including those related to notice, choice, onward transfer, security, data integrity, access, and enforcement.

For the purpose of processing and investigating your report and subject to the provisions of local law, the personal data and information you provide may be accessed, processed and used by relevant personnel of Ancestry, including but not limited to Human Resources, Internal Audit, Legal, certain external advisors (e.g., legal advisors), or, in limited circumstances, by technical staff at NAVEX. If you are an Ancestry employee, Ancestry will only process your personal data in accordance with Ancestry’s Employee Privacy Statement (located on Treehouse).

Personal data and information you provide may also be disclosed to regulatory authorities in certain limited scenarios. The relevant bodies that receive and process personal data may be located in the US or in another country that may not provide the level of data protection available in the EU.

The personal data you provide to NAVEX will be kept as long as necessary to process your report, or, if applicable, as long as necessary to initiate sanctions or to meet legal or financial needs. Ancestry will retain your personal data for as long as necessary in light of the above purposes, in particular for such period as is required to demonstrate compliance with law. We will delete personal data once we no longer have a business reason to keep it.

5. Accessing information concerning the report

Ancestry will promptly notify any person who is the subject of a report to this service except where notice needs to be delayed to ensure the integrity of the investigation and preservation of relevant information.

With some exceptions, the subject of the report may request access to information concerning the report (with the exception of the identity of the reporter) and request correction of personal data that is inaccurate or incomplete in accordance with applicable law. Similarly, with some exceptions, reporters may also access information about the report and request corrections of their personal data in accordance with applicable law. To make any such corrections, please contact your People Partner or compliance@ancestry.com

6. Special country regulations

Throughout much of the European Union, UK and surrounding areas, reports can only be made relating to limited topics, typically accounting, auditing, bribery, competition law, discrimination and harassment and environment, health, hygiene, and safety matters. Further, some countries also restrict the subject of a report to only employees in key or management functions.

Issues or concerns relating to topics outside the scope of your country's whistleblowing regulations, should be reported directly to your manager or People Partner as appropriate.

I Consent

I have read, understand and consent to the processing of my personal data as described above and, where appropriate, in accordance with [Ancestry's Employee Privacy Statement](#).

Cancel or Continue