

BS 18_Thomas Sub-Processors

Type	Product	Thomas Product(s)	Purpose	Data Location	Categories of Personal Information	Optional	Security controls	Link to Subprocessor Documentation	Contact details
Transcription	Azure	Intelligent Player	Transcription of dialogue from video interviews (only audio sent to Azure)	EU Server - EU	Name, email address	Yes	<ul style="list-style-type: none"> • ISO 27001 • HIPAA • FedRAMP • SOC 1 • SOC 2 	https://docs.microsoft.com/en-us/azure/governance/policy/	Data Protection Officer, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18, Ireland.
Email gateway	Exchange online	N/A	Email security and data loss prevention	EU	Email address and IP address	No	<ul style="list-style-type: none"> • ISO 22301, ISO 27001, ISO 27017, • ISO 27018, ISO 27701, CSA STAR, • SOC 1-3. Encrypted so as to be 	https://www.microsoft.com/en-us/trust-center/privacy	https://www.microsoft.com/en-us/trust-center/privacy
Marketing Email	Hubspot			EU	Name, email address				
Email	Microsoft Office 365	All	Emails to and from Thomas (Thomas Online applications are sent directly within the platform from Azure)	EU	Any personal information sent via email	No	<ul style="list-style-type: none"> • ISO 22301, ISO 27001, ISO 27017, • ISO 27018, ISO 27701, CSA STAR, • SOC 1-3. Encrypted so as to be 	https://www.microsoft.com/en-us/trust-center/privacy	Data Protection Officer, One Microsoft Place, South County Business Park, Leopardstown, Dublin 18, Ireland. Telephone: +353 1 706 3117.
Hosting	MS Azure	All platforms	Hosting of Thomas systems	EU Server - EU EU West	Name, Email Address, Gender, Language, Company ID, employee demographic information, responses to assessments or surveys, audio recordings, visual images and any other data requested by Company	No	<ul style="list-style-type: none"> • ISO 27001 • HIPAA • FedRAMP • SOC 1 • SOC 2 	https://learn.microsoft.com/en-us/azure/compliance/	https://learn.microsoft.com/en-us/azure/compliance/
CRM	Salesforce	All	Storage of contacts and candidate/Customer support	UK	Corporate Contact Details such as Name, job title, employer, email address & phone number	No	<ul style="list-style-type: none"> • ISO 27001, ISO 27017, ISO 27018, CSA STAR, SOC 1-3, CSE Plus 	https://www.salesforce.com/company/privacy/	privacy@salesforce.com
Support	Salesforce	All	Customer support, service delivery	UK	Technical support - Name, Email Address, Country of residence, preferred language, telephone number, IP addresses and Date / time stamps.	No	<ul style="list-style-type: none"> • ISO 27001, ISO 27017, ISO 27018, CSA STAR, SOC 1-3, CSE Plus 	https://www.salesforce.com/company/privacy/	privacy@salesforce.com
Analytics	Thoughtspot	All		USA	Corporate Contact Details such as Name, job title, employer, email address & phone number		<ul style="list-style-type: none"> • ISO27001, SOC 2, SOC 3, PCI DSS, HIPAA 	ThoughtSpot Trust: Enterprise Security & Compliance	ThoughtSpot Trust: Enterprise Security & Compliance
Customer Contact - Voice/Video	Zoom	All	Phone system used for Thomas Customer Support	EU	Name, Email Address, Country of residence, preferred language, telephone number, browser types, operating systems, IP addresses and Date / time stamps.	No	<ul style="list-style-type: none"> • ISO27001, ISO270017, ISO270018, SOC 2, SOC+ HITRUST 	Legal Compliance Zoom	Contact Us Zoom