

AI-Use Notice and Consent Form

Effective Date: 07/28/2026

Australia

Curriculum Associates (“CA”) uses an AI-supported talent acquisition platform, Eightfold, to help our recruiting team evaluate applications for roles based in Australia consistently and fairly. This notice explains how we use the platform and your rights in relation to that use. It applies when you apply for a role in Australia.

To exercise any rights described in this notice, contact us at people@cainc.com.

About the Eightfold Platform.

The AI-assisted technology we use is the Eightfold Talent Intelligence Platform, developed by Eightfold AI, Inc. (Mountain View, California).

How the AI platform processes your information.

The platform may:

- analyze your resume, application materials, and profile information to assess alignment with open positions;
- categorizes your profile as a “potential strong match” or “potential good match” based on qualifications, skills, and experience relevant to the role — these categorizations are informational only and are not determinative;
- identify key strengths and potential gaps in your profile relative to the position as directed by our recruiters; and
- suggest your profile for additional open positions at CA that may align with your qualifications.

Qualifications and characteristics evaluated.

The platform evaluates qualifications, skills, and experience relevant to the role, specifically: work experience (including relevance, duration, and recency); skills and competencies (technical and professional); educational background; certifications and licenses; and your overall alignment to the posted role requirements.

Sensitive information. We collect sensitive information — such as information about racial or ethnic origin — only with your consent and only for equal opportunity monitoring. This information is stored separately and is not used in the screening or selection process.

Equal employment opportunity. Protected characteristics under applicable Australian anti-discrimination law are not used by the platform and are not displayed to recruiters. No numerical score is displayed to recruiters or candidates.

Data sources.

We process information you provide through your application (resume, cover letter, application form responses, and profile information) and publicly available professional information (e.g., your LinkedIn profile). We may also receive information from third parties such as job boards or recruiting agencies. Your personal information may be disclosed to Eightfold and other service providers located in the United States.

Automated decision-making and our use of AI.

The AI platform provides information and match categorizations to our recruiting team to support the screening and evaluation of candidates. The platform does not make hiring decisions. It does not autonomously reject, advance, or select any candidate. All hiring decisions are made by authorized

human reviewers who assess every candidate, using the platform's output as one factor among many. No decisions are made solely by automated means.

Personal information used. Eightfold processes the following information from your application: work experience (including relevance, duration, and recency); technical and professional skills and competencies; educational background; certifications; and overall alignment to the requirements of the role you applied for.

Decisions directly supported. The platform produces a match categorization — for example, “potential strong match” or “potential good match” — that directly supports our recruiting team's assessment of your application. This categorization may affect the priority and manner in which your application is reviewed.

Upon request. We will provide a general description of how the platform was used in relation to your application, including the categories of inputs considered and whether your profile was categorized and how.

Your rights.

Under the Privacy Act 1988 (Cth) and the Australian Privacy Principles, you have the right to:

- request access to the personal information we hold about you;
- ask us to correct personal information that is inaccurate, out of date, incomplete, irrelevant, or misleading; and
- opt out of AI-assisted processing and request a human-only alternative process (see “Your Choices” below).

To exercise these rights, contact us at people@cainc.com. If you have a privacy complaint and are not satisfied with our response, you may complain to the Office of the Australian Information Commissioner (OAIC) at www.oaic.gov.au or 1300 363 992.

Inquiry, review, and appeal.

If you were not selected and have questions about how your application was evaluated, contact us at people@cainc.com within 30 days of your decision notice. We will provide a general explanation of the factors and criteria applied and the platform's role.

Bias audits.

An independent bias audit of the Eightfold platform has been conducted within the prior year. A summary of the audit results can be accessed at: <https://eightfold.ai/trust/bias-audit-results/>. We update this information at least annually.

Privacy and data security.

- Your application materials and profile data are stored securely within the Eightfold platform, accessible only to authorized CA personnel involved in hiring.
- Your personal information is not used to train AI models. Eightfold may use de-identified, aggregated data to improve its tools.
- CA does not sell your personal information or use it for advertising.
- We retain application information in accordance with our Applicant Data Privacy Notice. We will destroy or de-identify it when it is no longer needed. If a data breach is likely to result in serious harm, we will notify affected individuals and the OAIC under the Notifiable Data Breaches scheme.

Deletion of your data.

You may request destruction of your personal information by contacting us at people@cainc.com.

Your choices.

Participation in the AI-assisted application process is voluntary. CA offers the following options as a matter of policy:

Proceed. Your application will be processed through the Eightfold platform as described above.

Opt out / request an alternative process. If you prefer not to have your application processed through the AI platform, or if you need a reasonable accommodation, please contact us at people@cainc.com. CA will arrange a human-only alternative process. Not opting in will not affect your eligibility for the role.

Acknowledgment

By selecting “I consent” below, you confirm that you have read and understood this notice and our Applicant Data Privacy Notice, and you consent to the processing of your application materials through the Eightfold platform as described above.

If you prefer an alternative process, or need a reasonable accommodation, please contact us at people@cainc.com.

- ☐ I have read this notice and consent to the use of the Eightfold AI platform to process my application as described above.
 - ☐ I prefer not to have my application processed through the AI platform, or I need a reasonable accommodation.
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