

**SCHEDULE 2**  
**Purposes of processing special category personal data**

		1. You have given <b>your explicit consent</b> to the processing	2. It is necessary for your/our obligations and rights in the field of <b>employment and social security</b> and social protection law	3. It is necessary to protect the <b>vital interests</b> of the data subject or another person you or they are physically or legally incapable of giving consent	4. It is necessary for our establishment, exercise or defence of <b>legal claims</b>	5. It is necessary for reasons of <b>substantial public interest</b>	6. It is necessary for <b>preventive or occupational medicine</b> , for the assessment of the working capacity of the employee
Recruitment and workforce planning							
1.	Conducting verification and vetting, including criminal background checks and credit checks where required by law		✓			✓	
2.	Conducting background checks, verification and vetting which are not required by law but needed by us to assess your suitability for your role	✓				✓	
General employment management and administration							
3.	Determining whether any adjustments are necessary during the application process		✓				
Security and governance							
4.	Identifying and authenticating employees and other individuals	✓				✓	
5.	Identifying, investigating and mitigating suspected misuse of our assets, systems and platforms					✓	
Legal and regulatory compliance and responsibilities							
6.	Managing and administering our equal opportunities reporting	✓				✓	
7.	Responding to binding requests or search warrants or orders from courts, governmental, regulatory and/or enforcement bodies and authorities or sharing information (on a voluntary basis) with the same					✓	
8.	Complying with disclosure orders arising in civil proceedings					✓	
9.	Investigating, evaluating, demonstrating, monitoring, improving and reporting on CoStar’s compliance with relevant legal and regulatory requirements					✓	
10.	Responding to employment and industrial relations matters where permitted by applicable law, including criminal investigations, grievances, arbitrations, negotiations, elections and strikes					✓	
Day-to-day business operations							
11.	Supporting our diversity programmes and staff support networks and initiatives	✓					