

SCHEDULE 2
Purposes of processing special category personal data

		1. You have given your explicit consent to the processing	2. It is necessary for your/our obligations and rights in the field of employment and social security and social protection law	3. It is necessary to protect the vital interests 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 legal claims	5. It is necessary for reasons of substantial public interest	6. It is necessary for preventive or occupational medicine , 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	✓					