



## **JOB APPLICANTS PRIVACY STATEMENT**

By submitting your application or CV, you affirm that you have read the following Privacy Statement and that you agree with Gates Industrial Corporation plc's and its subsidiaries' (collectively referred to in this Statement as "Gates") use of your data as described below. If you do not want Gates to use your data as described, please do not submit your CV or application.

This Privacy Statement for job applicants explains:

- What information we collect in the course of the application and recruitment process;
- How we use this data;
- What technical means we use to process your data;
- Who has access to your data;
- How long we keep your data;
- How you can consult and update the data we collect about you;
- How we protect your data; and
- How can you reach us with questions and comments.

Gates Industrial Corporation plc, and the regional Gates corporate entity to which you are applying, are the Data Controller of your data. Gates commits to processing your data with the utmost care. If you have any questions concerning the processing and retention of your data, please contact Gates at [Privacy@gates.com](mailto:Privacy@gates.com).

### **1. What data do we collect?**

This Privacy Statement covers all data that Gates receives, collects, and processes in the context of your application, during the recruitment process, or as it is added to our recruitment reserve system.

That data may include, whenever necessary and relevant to the job for which you are applying: identification and contact details, personal characteristics (such as gender and date of birth), education and work experience (including grades, certificates, diplomas,

references), job preferences, strengths, areas of interest, hobbies, videos, audio clips, financial data (such as current and desired salary), all data from your CV, visible data from your LinkedIn profiles and other social media or public websites (only when necessary and required for the job), and all other information given to us in writing or orally in the context of your application.

## **2. How do we use your data?**

Your data will be used within the framework of the application and recruitment process, including for:

1. Assessing your skills, qualifications, and interests for a potential opportunity at Gates;
2. Verifying your data, checking references, and / or performing background checks (where applicable);
3. Communicating concerning the recruitment process and your candidacy; and
4. Making improvements in Gates' recruitment process.

The processing of your data for items 1, 2 and 3 above is necessary for the possible consummation of an employment relationship between you and Gates. The processing of your data for item 4 above is based on Gates' legitimate interest in improving its recruitment processes.

## **3. How do we process your data?**

Applications submitted by e-mail (or on paper) are stored electronically (or on paper) by our HR staff.

Applications submitted in electronic form on our website are stored electronically by our HR staff in a digital file on our central servers or in an online database on a cloud.

## **4. Who has access to your data?**

Your data can be shared with any of the companies included in the Gates Group of companies. We will make sure that appropriate safeguards are in place when transferring your personal data from one Gates company to another. Further information on those data

transfers (and copies of such appropriate safeguards) can be obtained by contacting Gates at [Privacy@gates.com](mailto:Privacy@gates.com).

Within these entities, the following staff members have access to your data:

- Relevant HR staff;
- Relevant hiring managers and/or supervisors; and
- Relevant Gates' department team members.

In certain cases, Gates' technical personnel may access your data, but only to the extent that this is necessary to ensure the proper functioning of our technical systems.

## **5. How long do we keep your data?**

The data of unsuccessful applicants in the United States will be retained for a maximum period of 5 years. The data of unsuccessful applicants in other locations will be retained for a maximum duration of 2 years; however, a longer or shorter retention period will be maintained in accordance with the law applicable to the location where the application has been received.

Please note that your personal data will only be retained for the specific purposes mentioned herein. If you have questions about the retention period specific to your personal data, please contact Gates at [Privacy@gates.com](mailto:Privacy@gates.com).

## **6. Consult and update your data**

You have the right to view, correct, or delete your data, as well as the right to transfer the personal data that you have provided to us to another organization. To view, correct, delete, or transfer your data, please contact Gates at [Privacy@gates.com](mailto:Privacy@gates.com).

You are responsible for the data you provide to us and for any consequences of its use. It is not permitted to provide information that infringes upon obligations and rights relating to privacy, confidentiality, intellectual property, or trade secrets of others without the concerned third party's explicit consent. By including individuals for references in your application, you also guarantee that you have informed those individuals of the processing of their personal data as described within this Statement.

## **7. Security of your data**

Gates secures its IT systems against unauthorized access. Only authorized persons have access to your data, based on a personal login and password and only via a secure internet or intranet connection. Access to your personal data by an authorized person is permitted only to the extent relevant in the context of his or her specific assignment.

In addition, we have implemented appropriate technical, physical, and organizational measures to protect your data against unauthorized or unintentional removal, modification or disclosure, and against misuse, damage and theft.

## **8. Contact**

For questions, comments or any complaints concerning the processing of your personal data, please contact [Privacy@gates.com](mailto:Privacy@gates.com).

In addition, you have (i) the right to access your data, (ii) the right to object to the processing of your personal data, if this processing is based on a legitimate interest of Gates, (iii) the right to withdraw consent to the processing of your personal data (where relevant), (iv) the right to request that the processing of your personal data is restricted, (v) to right to data portability, and (vi) the right to file a complaint with the appropriate Data Protection Authority.

## **9. Changes to this Privacy Statement**

Changes may be made to this Privacy Statement when required by applicable law or for other reasons of Gates'. The most recent version can always be found on this page. The date on which this text was last modified can be found in the head of the document. Please check on a regular basis whether a new version has been published, as these changes will apply to your data on the date of publication.