



[Last Updated: September 1, 2021]

Lululemon Privacy Notice (Asia Pacific) – Applicant

This Privacy Notice explains what personal information lululemon Korea atletica ltd. (“our” or “us” or “lululemon”) collect, use, process, transfer, disclose or store (each separately or together “Use”) about you (“you” or “Applicant”). We intend to obtain the consent required for processing applicants’ personal information pursuant to the Personal Information Protection Act (“PIPA”) through this Privacy Notice.

This Privacy Notice does not apply to information collected about you as a lululemon customer or visitor to lululemon-affiliated websites. Please check the customer or visitor’s Privacy Policy applicable to your location on www.lululemon.com.hk, www.lululemon.jp, www.lululemon.cn, www.lululemon.co.kr, www.lululemon.com.au, www.lululemon.co.nz.

The Categories of Personal Information We Collect

We collect information that you provide directly to us, and information about you that we develop during our interaction with you. The types of personal information we may collect or develop include, but are not limited to:

- [Mandatory] General Personal Information
 - Identifiers, such as your name, mailing address, email address, phone number, visas and work authorizations;
 - Demographic information such as your gender, residency and nationality;
 - Audio, electronic, visual or similar information, such as cameras and CCTV we install in our premises for security or safety;
 - Professional, educational or employment-related information, such as:
 - (a) your resume, cover letter, references, employment application, information provided by references, background checks, our assessment of recruitment information;
 - Other information that supports our human resources or business operations.
- [Optional] General Personal Information
 - Internet or other electronic network activity information; and
 - Audio, electronic, visual or similar information, such as audio recordings we make of customer service calls.

The Purposes for Which We Use Personal Information

We Use your personal information for the performance of the contract of employment, consultation, compliance with our legal obligations, our legitimate interests as an employer, or where we otherwise have your consent or instructions to do so. These purposes include:

- [Mandatory] General Personal Information
 - pre-employment reference checks;
 - recruitment for positions with lululemon, including for purpose of obtaining references regarding Applicant;
 - complying with regulatory rules to which we or our group companies maybe subject;



- detecting and protecting lululemon and other third parties against error, negligence, breach of contract, theft, fraud and other illegal activity; and
 - confirming the identity of the applicant and determining and notifying the result of employment.
- [Optional] General Personal Information
- To comply with lululemon audit requirements, and to audit compliance with lululemon’s policies, procedures and contractual obligations.

Who We Share Your Personal Information With

From time to time, lululemon may disclose your personal information to:

- service providers of lululemon to the extent required to complete your duties and/or provide administrative, People & Culture or technological support services to lululemon within the scope of the purposes identified above. Examples of service providers include, but are not limited to website support companies;
- government agencies to the extent required to comply with applicable laws;
- any other third party or parties where you consent to such disclosure or instruct us to share your personal information;
- comply with applicable law or as otherwise permitted by the law;
- individual companies or affiliates of lululemon or third parties in locations around the world for the purposes described in this Privacy Notice; and,
- another entity upon a transfer or sale of all or part of lululemon’s stock or assets or upon any other corporate reorganization.

We will also transfer your personal information to our subsidiaries or affiliates and to third parties stated in this privacy notice whom we hire to provide services on our behalf, including but not limited to, support services and website services. We will thus delegate the process of your personal information to the following:

Recipient (Location) [Contact Information]	Purpose of Use of Personal Information	Items of Personal Information Transferred	Recipient’s Period of Retention and Use of Personal Information	Timing / Method of Transfer
lululemon Hong Kong Limited (Hong Kong) [privacyofficer@lululemon.com] lululemon athletica canada inc. (Canada) [privacyofficer@lululemon.com] lululemon usa inc. (USA) [privacyofficer@lululemon.com]	Analysis and Recruitment management	Name, personal contact number, home address, personal Email, resume, job application details and related documents	7 years from the date when a final decision is made regarding your recruitment application (data will be deleted 30 days thereafter)	Electronic transfer via information network when necessary
IBM (USA) [+1 800 426 4968]	Database Application Server	Name, gender, personal email address, personal	As above.	



		contact number, home address		
Avature (Ireland) [privacyofficer@avature.net]	Recruitment management	Name, personal contact number, home address, personal Email, resume, job application details and related documents	As above.	

International Transfer

As permitted by applicable law in your location of residence, we may transfer and/or disclose your personal information to our group companies and the above-mentioned third parties. The locations in which these parties are located include Canada, Hong Kong, Ireland and the United States of America (this list may be amended from time to time).

This means that your personal information may be accessed from, transferred to, processed in and/or stored outside the location in which you are located. Such location may have lower standards than those in your own location. We will safeguard the Use of such information as set out in this Privacy Notice.

Retention Period

We will not retain your personal information for any longer than is necessary in the light of the purposes for which such information is collected, processed or stored. However, different types of personal information will necessarily be retained for different period. In general, 7 years from the date when a final decision is made regarding your recruitment application (data will be deleted 30 days thereafter)

Access, Correction and Right to be Forgotten

You may have the right to access, correct and/or delete the personal information that we store about you under applicable law. If you are entitled by the applicable law to such rights and would like to request access to, correction or deletion of your specific personal information, please visit <https://privacyportal.onetrust.com/webform/b5ce4b51-ea0c-47e5-b855-c12d511f57c9/953a159b-808c-468c-8906-09a668b21ffc>

To the extent required by applicable law, we will respond to your request for access, correction and/or deletion of your personal information within a reasonable timeframe (or the timeframe stipulated by the applicable law). If we refuse to provide you with access, correction or deletion, we will notify you of our reasons for the refusal and how you may complain about the refusal.

Where permitted by law, we may recover from you our reasonable costs of responding to your privacy request.

The Right to Refuse the Use of Personal Information



You have a right to refuse the Use of your personal information. In some locations, the applicable law may further allow you to modify or restrict your consent to our Use of Personal Information. Please note that your refusal would affect the recruitment process or any future employment relationship, for example, we may not be able to process your payroll. In such case, please contact the Privacy Officer at

Lululemon
Attention: Privacy Officer
1818 Cornwall Avenue
Vancouver, BC
V6J 1C7
Canada

Email: privacyofficer@lululemon.com

Contact Us

If you have any questions about this Privacy Notice, please contact the Privacy Officer above.