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Lululemon 应聘者隐私声明 (中国大陆) Lululemon Applicant Privacy Notice (Mainland China)

本隐私声明旨在解释露露乐蒙贸易 (上海) 有限公司 (以下简称“我们”或“lululemon”) 收集、使用、处理、传输、披露或存储 (以下分别称为或合称为“使用”) 您 (以下简称“您”或“应聘者”) 的哪些个人信息。

This Privacy Notice explains what personal information Lululemon Athletica Trading (Shanghai) Ltd. (“our” or “us” or “lululemon”) collect, use, process, transfer, disclose or store (each separately or together “Use”) about you (“you” or “Applicant”).

本隐私声明不适用于我们在您作为lululemon客户或lululemon相关网站访客时收集到的您的个人信息。欲知您当地适用的客户或访客隐私政策, 请查看相应网站: www.lululemon.cn。

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 country on www.lululemon.cn.

1. 我们收集的个人信息种类

The Categories of Personal Information We Collect

我们收集的信息包括您在线上或线下直接向我们提供的信息、您通过第三方人力资源服务平台 (例如领英、前程无忧) 向我们提供的信息、以及我们在与您互动过程中所形成的您的个人信息。我们收集和形成的个人信息种类包括但不限于:

We collect information that you provide directly to us online or offline, information you provide to us through third party HR service platforms (such as LinkedIn and 51 Job), 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:

- 联系方式, 例如您的姓名、通讯地址、电子邮件地址、电话号码、驾照号码、**护照号码**、**身份证号码**、**签证和工作许可证**、您紧急联系人、受益人及家属的相关信息等;
Identifiers, such as your name, mailing address, email address, phone number, driver’s license, **passport number, national identification number, visas and work authorizations**, and information regarding your emergency contact(s), beneficiaries, and dependents;
- 身份信息, 例如您的性别、居住城市、国籍、出生日期、是否为学生、**个人照片**等;
Demographic information such as your gender, city of residency and nationality, date of birth, whether you are a student, **personal photo**;
- **健康信息**;
Health information;
- 互联网或其他电子网络活动信息, 例如您使用我们内部网的情况等;
Internet or other electronic network activity information, such as your use of our intranet;



- 音频、电子、视频或类似信息，例如我们为保障安全在我们场地内安装的摄像头和闭路电视、我们客服电话的记录或录音；
Audio, electronic, visual or similar information, such as cameras and CCTV we install in our premises for security or safety, and transcripts or audio recordings we make of customer service calls;
- 专业、学历或就业信息，例如：
Professional, educational or employment-related information, such as:
 - (a) 您的教育经历、工作经历，当前所在职位和雇主信息；
your education history, work history, current position and employer information;
 - (b) 您的简历、求职信、作品集、资信证明、求职申请表、资信证明涉及的信息、背景调查、我们对招聘信息的评估结果；
your resume, cover letter, portfolio, references, employment application, information provided by references, background checks, our assessment of recruitment information;
- 您主动提供给我们或在第三方人力资源服务平台上为申请我们职位提供的其他信息。
Other information you provide to us voluntarily or on third party HR service platforms for the purpose of applying for our positions.
- 我们开展人力资源工作或运营所需的其他信息。
Other information that supports our human resources or business operations.

2. 我们使用个人信息的用途

The Purposes for Which We Use Personal Information

我们会将您的个人信息用于履行劳动合同、协商谈判、遵守我们的法定义务、保障我们作为雇主的合法权益或您同意或指示的其他用途，包括：

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:

- 入职前的背景调查；
pre-employment reference checks;
- lululemon岗位招聘，包括取得应聘人的资信证明等；
recruitment for positions with lululemon, including for purpose of obtaining references regarding Applicants;
- 依照适用法律及我们集团公司的流程和政策凭借健康信息确定您是否胜任且适合；
using health information in regard to fitness and suitability in accordance with the applicable law and any procedure and policy of our group companies;
- 遵守我们公司或我们集团公司适用的监管规定；且
complying with regulatory rules to which we or our group companies may be subject; and,



- 及时发现错误、过失、违约、盗窃、欺诈及其他其他违法活动，防止lululemon及第三方因此受到损害；遵守lululemon的审计要求；审查是否符合lululemon政策、流程及合同义务；
detecting and protecting lululemon and other third parties against error, negligence, breach of contract, theft, fraud and other illegal activity, and to comply with lululemon audit requirements, and to audit compliance with lululemon's policies, procedures and contractual obligations.

3. 我们委托处理您的个人信息

To Whom We Entrust the Processing of Your Personal Information

Lululemon会委托以下对象在lululemon授权的范围内处理您的个人信息：

Lululemon will entrust the processing of your personal information to the following parties within the scope authorized by lululemon:

- lululemon的服务提供商，但仅限于完成其职责和/或为lululemon提供管理、人力与文化或技术支持服务所需的范围及上述用途范围，包括但不限于网站支持公司；
service providers of lululemon to the extent required to complete their duties and/or provide administrative, People & Culture or technological support services to lululemon within the scope of the purposes identified above, including but not limited to website support companies;

4. 我们与之共享您个人信息的对象

Who We Share Your Personal Information With

lululemon会不时与下列对象共享您的个人信息：

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

- lululemon的招聘服务提供商，仅限于为lululemon提供管理、人力与文化或技术支持/候选人筛选、联系等服务所需；
- lululemon's recruitment service providers only to the extent required to provide administrative, People & Culture, technological support services, selecting or contacting Applicants to lululemon;
- 政府机关，但仅限于适用法律要求的范围；
government agencies to the extent required to comply with applicable laws;
- 你同意向其披露或指示我们与其共享您个人信息的任何其他第三方；
any other third party or parties where you consent to such disclosure or instruct us to share your personal information;
- 为遵守适用法律或在其他法律允许的范围内共享；
comply with applicable law or as otherwise permitted by the law;
- 为本隐私声明中所述之用途而与lululemon旗下位于全球各地的公司或关联公司或第三方共享。
individual companies or affiliates of lululemon or third parties in locations around the world for the purposes described in this Privacy Notice.



5. 转让您的个人信息

Transfer of Your Personal Information

转让或出售lululemon全部或部分股份或资产时，或任何其他公司重组时，向涉及的对方实体转让您的个人信息。在转让您的个人信息之前，我们将向您发送适当的通知，告知您接收方的名称或者姓名和联系方式，并确保您的个人信息将以符合我们隐私声明的方式得到保护。接收方变更处理目的、处理方式的，我们将会要求相关数据接收方再次获得您的同意。

We will transfer your personal information to another entity upon a transfer or sale of all or part of lululemon's stock or assets or upon any other corporate reorganization. Before transferring your personal information, we will send you an appropriate notice informing you of the corporate or individual name and contact details of the recipient and ensure that your personal information will be protected in a manner consistent with our Privacy Notice. If the recipient changes the purpose or manner for or in which your personal information is processed, we will require such data recipient to obtain your consent to such processing again.

6. 披露您的个人信息

Disclosure of Your Personal Information

我们仅在以下情况下，且采取符合业界标准的安全防护措施的前提下，才会披露您的个人信息：

We will disclose your personal information only as described below and subject to security measures that meet industrial standards:

- 根据您的要求，在您单独同意的披露方式下披露您指定的个人信息；
We will disclose your specified personal information at your request and in a manner that you have separately consented to; and
- 根据法律法规、政府部门的要求所必须提供您个人信息时，可能会根据相关的法律要求您的个人信息。
We may disclose your personal information as required by laws, regulations and government authorities.

7. 跨境传输

International Transfer

出于全球集团人力资源管理的目的，我们将您的信息存储于lululemon全球人力管理系统。我们可能会在中国适用法律所允许的范围内向我们的集团公司和上文所述的第三方传输和/或披露您的个人信息。针对不同国家/地区的候选人，上述各接收方的所在地可能包括澳大利亚、加拿大、中国大陆、香港、日本、澳门、马来西亚、新西兰、新加坡、韩国、台湾和美国（此处列出的国家或地区名单可不时修改）。

For the purpose of global group HR management, we store your information in the lululemon global HR management system. As permitted by applicable law in China, we may transfer and/or disclose your personal information to our group companies and the above-mentioned third parties. With respect to the Applicants in different countries/regions, the locations in which these parties are located may include



Australia, Canada, China, Hong Kong, Japan, Macao, Malaysia, New Zealand, Singapore, South Korea, Taiwan and the United State of America (this list of countries or locations may be amended from time to time).

也就是说，可能会在中国以外的地方访问、处理及/或存储您的个人信息，且/或将您的个人信息传输到国外。我们将按照中国适用法律的要求，保障本隐私声明所述之信息的传输的安全性。

This means that your personal information may be accessed from, transferred to, processed in and/or stored outside of China. We will safeguard the transfer of such information as set out in this Privacy Notice in accordance with the requirements of applicable laws in China.

8. 保留期限

Retention Period

我们对您个人信息的保留期限将视我们收集、处理或存储该信息的用途需求而决定。但不同种类的个人信息所需保留的期限各不相同。欲知详情请查看我们的《记录保留政策》。

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. Please see our Record Retention Policy for more information.

9. 个人信息权利的行使

Exercise of Rights to Personal Information

以下规定了您享有的个人信息权利及具体行使方式，若法律允许，我们可能会向您追索因下述答复而产生的合理费用。

Your rights to personal information and the specific ways in which you can exercise them are set forth below. Where permitted by law, we may recover from you our reasonable costs of responding to your privacy request.

- 访问、纠正、复制和删除权

The right to Access, Correction, Reproduction and Deletion

您有权依据适用法律访问、纠正、复制并/或删除我们所存储的您的个人信息。若您依据适用法律有权且有意要求访问、纠正、复制或删除您特定的个人信息，请根据“联系我们”部分所列方式与我们取得联系。

You may have the right to access, correct, reproduce 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, reproduction or deletion of your specific personal information, please contact us as through the contact details set out in “Contact Us”.

我们将依据适用法律的要求，在合理时间（或适用法律规定的期限）内对您提出的要求做出答复。若我们不接受您的要求，我们会告知您相关原因及申诉途径。



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

- **限制或拒绝处理个人信息、撤回同意的权利**

The Right to Restrict or Refuse the Processing of Personal Information and Withdraw Consent

您有权限制或拒绝我们处理您的个人信息。部分国家的适用法律可能允许您变更或限制您对我们使用您个人信息所做出的同意。但请注意，若您限制、拒绝我们使用您的个人信息或撤回同意，则会影响到我们双方之间的招聘流程或未来的劳动关系，例如我们可能无法为您办理薪资事务。这种情况下，请您根据“联系我们”部分所列方式与我们取得联系。如您希望我们对您个人信息处理规则进行解释，亦可以通过上述方式与我们沟通。

You have a right to restrict or refuse our processing of your personal information. In some countries, the applicable law may further allow you to modify or restrict your consent to our Use of Personal Information. Please note that your restriction or refusal or withdrawal of consent 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 us as through the contact details set out in “Contact Us”. If you would like us to explain our rules regarding the processing of your personal information, please contact us in the same manner as set out above.

10. 个人敏感数据

Sensitive Personal Information

个人敏感信息是指一旦丢失、破坏、非法使用或泄露会对您造成实质性损害或不便、使您面临窘迫处境、使您遭受不公平待遇或容易导致您的人格尊严受到侵害或者人身、财产安全受到危害的个人信息，包括您的族裔血统、宗教和哲学信仰、银行账号、护照信息、驾照号码、医疗健康、行踪轨迹、工会资格和/或生物识别数据。

Sensitive personal information is a type of personal information that if lost, compromised, unlawfully used or disclosed could result in substantial harm, embarrassment, inconvenience, or unfairness to you, or render you vulnerable to attacks on your human dignity or the safety of your body or property. It may include information concerning your racial or ethnic origin, religious and philosophical beliefs, bank account number, passport information, driver license number, medical health, whereabouts, trade union membership and/or biometric data.

我们收集的您的个人信息中有一部分属于个人敏感信息。鉴于其特殊性，我们会限制对您个人敏感信息的使用，使用范围仅限于与本隐私声明中列出之用途直接相关。同时，我们会采取合理的安全措施，以保障您个人敏感信息的安全性。对于敏感个人信息，我们已在上文以**加粗下划线**的方式提请您注意。

Some of the personal information we collect about you is considered sensitive personal information. Due to its special nature, we limit our Use of your sensitive personal information as it is directly relevant to the purposes enumerated in this Privacy Notice. We also adopt reasonable security measures to



safeguard your sensitive personal information. For sensitive personal information, we have brought it to your attention above **by underlining it in bold**.

11. 联系我们

Contact Us

若您对本隐私声明有任何疑问，请通过【cnprivacy@lululemon.com】联系我们。
If you have any questions about this Privacy Notice, please contact us through [\[cnprivacy@lululemon.com\]](mailto:cnprivacy@lululemon.com).