

Lululemon员工隐私声明（亚太区）- 求职者 Lululemon Workers Privacy Notice (APAC) - Applicant

本隐私声明旨在解释lululemon Athletica Inc.及其位于亚太区的子公司或关联公司（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“员工”）的哪些个人信息。

This Privacy Notice explains what personal information lululemon athletica inc., its subsidiaries or associated companies in Asia Pacific (“our” or “us” or “lululemon”) collect, use, process, transfer, disclose or store (each separately or together “Use”) about you (“you” or “Worker”).

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.com.hk、www.lululemon.jp、www.lululemon.cn、www.lululemon.co.kr、www.lululemon.com.au、www.lululemon.co.nz。

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.com.hk, www.lululemon.jp, www.lululemon.cn, www.lululemon.co.kr, www.lululemon.com.au, www.lululemon.co.nz.

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直接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, 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、居住地、国籍等；
Demographic information such as your gender, residency and nationality;
- 生物识别和健康信息；
Biometric and 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、我们客服通话的录音；
Audio, electronic, visual or similar information, such as cameras and CCTV we install in our premises for security or safety, and 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) 您的简历、求职信、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, references, employment application, information provided by references, background checks, our assessment of recruitment information;
- 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.

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，包括取得员工的资信证明等；
recruitment for positions with lululemon, including for purpose of obtaining references regarding Workers;
- 提出申诉及/或采取纪律处分；
conducting grievance and/or disciplinary actions;
- 依照适用法律及我们集团公司的流程和政策凭借生物识别或健康信息确定您是否胜任且适合；
using biometric or 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.

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的服务提供商，但仅限于完成您的职责和/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。服务提供商包括但不限于网站支持公司；
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;
- 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；及
individual companies or affiliates of lululemon or third parties in locations around the world for the purposes described in this Privacy Notice; and,
- 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涉及的对方实体。
another entity upon a transfer or sale of all or part of lululemon's stock or assets or upon any other corporate reorganization.

跨境传输

International Transfer

我们可能会在您居住国当地的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。上述各接收方的所在地包括澳大利亚、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（此处列出的国家名单可不时修改）。

As permitted by applicable law in your country 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 Australia, Canada, China, Hong Kong, Japan, Macao, Malaysia, New Zealand, Singapore, South Korea, Taiwan and the United State of America (this list of countries may be amended from time to time).

也就是说，可能会在您所在国家以外的地方访问、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。上述国家的相关标准可能低于您所在国家。我们会保障本隐私声明所述之信息的使用安全性。

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

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.

访问、纠正和被遗忘权

Access, Correction and Right to be Forgotten

您有权依据适用法律访问、纠正并/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、纠正或删除您特定的个人信息，请访问 <https://privacyportal.onetrust.com/webform/b5ce4b51-ea0c-47e5-b855-c12d511f57c9/953a159b-808c-468c-8906-09a668b21ffc>。

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>

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）内对您提出的访问、纠正和/或删除您个人信息的要求做出答复。若我们不接受您的访问、纠正和/或删除要求，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 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.

若法律允许，我们可能会向您追索因上述答复而产生的合理费用。

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

拒绝使用个人信息的权利

The Right to Refuse the Use of Personal Information

您有权拒绝我们使用您的个人信息。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许可。但请注意，若您拒绝我们使用您的个人信息，则会影响我们双方之间的劳动关系，例如我们可能无法为您办理薪资事务。这种情况下，请联系您当地的人力与文化部或 lululemon 联络点。

You have a right to refuse the Use 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 refusal would affect the employment relationship, for example, we may not be able to process your payroll. In such case, please contact your P&C or lululemon contact point.

个人敏感数据

Sensitive Personal Information

个人敏感信息是指一旦丢失、破坏或泄露会对您造成实质性损害或不便、使您面临窘迫处境或使您遭受不公平待遇的个人信息，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、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, or disclosed could result in substantial harm, embarrassment, inconvenience, or unfairness to you. It may include information concerning your racial or ethnic origin, religious and philosophical beliefs, bank account number, passport information, driver license number, 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。

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.

联系我们

Contact Us

若您对本隐私声明有任何疑问，请通过ServiceNow递交申请以联系法务团队，或联系您当地的lululemon联络点。

If you have any questions about this Privacy Notice, please contact the Legal Team through a ServiceNow request or your lululemon contact point.

本人确认已阅读本隐私声明，并同意lululemon：

I acknowledge that I have read the Privacy Notice and consent to the following:

1. 依照本隐私声明使用我的个人信息（无论是目前已收集到或将来收集的个人信息）；
the Use of my personal information (whether collected or to be collected) in accordance with this Privacy Notice.
2. 依照本隐私声明使用我的个人敏感信息；
the Use of my sensitive information in accordance with this Privacy Notice.
3. 向下列对象传输并与之共享我的个人信息，包括个人敏感信息：
the transfer and sharing of my personal information, including sensitive personal information, to:
 - a. 上文所述的第三方及lululemon集团公司；和
the above-mentioned third parties and lululemon group companies; and,
 - b. 上文所述的国家。
the above-mentioned countries.