

lululemon Recruitment Privacy Notice (US)

Last Updated: 1 January 2020

Like most businesses, lululemon holds and processes a wide range of information, some of which relates to the individuals who apply to work for us. This Privacy Notice briefly explains what personal information lululemon athletica inc (“we,” “us,” “our”) processes about you as a job applicant or other individual who applies to work for lululemon and any third parties whose information is provided to us in connection with the application, such as references. This Privacy Notice is issued in compliance with our obligations under the California Consumer Privacy Act (California Civil Code Section 1798.100 et seq).

This Privacy Notice does not cover information collected about you as a lululemon customer or visitor to lululemon-affiliated websites. To learn more about our information collection practices in those situations, please read our online [Privacy Policy](#).

If you accept an offer from us, we will process further information from you in your capacity as an employee or contractor. We will provide you with our full Employee Privacy Notice as part of the on-boarding process.

The Categories of Personal Information We Collect

We collect information you provide directly to us, information that we obtain from third parties, and information about you that we develop during our interaction with you. The types of personal information we may collect or develop include:

- Identifiers, such as your name, mailing address, email address, phone number, visas and work authorizations, and information regarding your professional references
- Audio, electronic, visual or similar information, such as cameras and CCTV we install in our premises for security or safety, if you come to one of our locations for an interview
- Professional or employment-related information, such as your resume, cover letter, references, employment application, information provided by references, background checks, our assessment of recruitment information
- Education information, such as information about your education contained in your resume
- Inferences drawn from any of the information identified above
- Other information that supports our human resources operations

The Purposes for Which We Use Personal Information

We use personal information about you for assessment of your application, compliance with our legal obligations, and the legitimate interests of lululemon, or where we otherwise have your consent. These purposes include:

- Administering the application process and assessing your skills, qualifications and suitability for the position, including information verification
- Carrying out people potential and compliance functions
- Conducting consultations or negotiations directly or through representatives

- Maintaining your application record for current and future hiring processes, including to communicate with you and providing you with information regarding potential career opportunities that suit your profile
- Complying with regulatory rules to which the company may be subject
- Monitoring and action programs to ensure equality of opportunity

Contact Us

If you have any questions about this Privacy Notice, please contact PRIVACYOFFICER@LULULEMON.COM.