



[Last Updated: November 1, 2022]

## **Lululemon Privacy Notice (APAC) - Applicant**

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 “Applicant”).

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](http://www.lululemon.com.hk), [www.lululemon.jp](http://www.lululemon.jp), [www.lululemon.cn](http://www.lululemon.cn), [www.lululemon.co.kr](http://www.lululemon.co.kr), [www.lululemon.com.au](http://www.lululemon.com.au), [www.lululemon.co.nz](http://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:

- 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;
- Demographic information such as your gender, residency and nationality;
- Biometric and health information;
- Internet or other electronic network activity information;
- 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;
- 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.

If you provide personal information about other individuals (such as reference, dependents, next of kin etc.), it is your responsibility to inform them of the contents of this Privacy Notice as applicable to them. You must also obtain their valid consent or rely on applicable legal basis prior to disclosing them to us so as to allow the Use of personal information for the purposes set out in this Privacy Notice.

Certain personal information are necessary for compliance with a law, or contract, or it is necessary to enter into the contract with us. Failure to provide certain information when requested, to the extent permitted by



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law, may affect our performance of contractual or legal obligations, which may affect your recruitment process, employment, or work engagement determination, or withdrawal of an employment offer.

### **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 the legitimate interest of a third party that is proportionate to your interest and fundamental rights and freedoms to the protection of your personal information, vital interest for the prevention or suppression of danger to a person's life, body, or health, or where we otherwise have your consent or instructions to do so. These purposes include:

- pre-employment reference checks;
- recruitment for positions with lululemon, including for purpose of obtaining references regarding Applicants;
- conducting grievance and/or disciplinary actions;
- 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;
- complying with regulatory rules to which we or our group companies maybe subject; and,
- 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.

### **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;



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- 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.

### **International Transfer**

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 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. Please see our Record Retention Policy for more information.

### **Security Measures**

In order to prevent unauthorized or unlawful loss, access to, use, alteration, correction or disclosure of your personal information, we have established and/or opted to use a system to collect, use, and disclose personal information, whether in hard copy, electronic files and/or any other form, with appropriate security measures, including organizational measures, technical measures and physical measures, covering the components of the relevant information system, taking into account the security implementation specified by the law on personal data protection in order to properly maintain confidentiality, integrity, and availability of the personal information according to the level of risk. This includes controlling access to personal information and critical information system components, appropriate handling of user access, determining user's responsibilities, putting in place appropriate measures for audit logging to detect access, alteration, correction or deletion of personal information. We also arrange the enhancement of knowledge and understanding related to personal information protection and security for personnel concerned.

### **Access, Correction and Right to be Forgotten**



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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/object the Use of your personal information. In some locations, the applicable law may further allow you to modify, withdraw or restrict your consent to our Use of Personal Information. Please note that your 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 the Privacy Officer at:

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

Email: [privacyofficer@lululemon.com](mailto:privacyofficer@lululemon.com)

### **Other Rights**

In some cases, you may request to restrict the Use of your personal information. You also have the right to receive and port your personal information that you have provided to us, in a format readable or commonly used by automatic tools or equipment, and can be used or disclosed by automated means.

You also have the right to lodge a complaint with a supervisory authority in case of breach or non-compliance with relevant data protection laws.

### **Sensitive Personal Information**

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, political opinions, cult, sexual behavior, criminal records, health data, disability, trade union membership and/or biometric data, genetic data, or any data which may affect the data subject in the same manner, as to be prescribed by the supervisory authority.



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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 based on your explicit consent or as permitted by law. We also adopt reasonable security measures to safeguard your sensitive personal information.

### **Contact Us**

If you have any questions about this Privacy Notice or if you wish to exercise your rights under the Notice that apply to you, please contact us at our Privacy Officer above, or lululemon (Thailand) Limited at No. 989, 12A Floor Unit B1, B2 Siam Piwat Tower office Think Tank 19 Rama I Road, Pathumwan Bangkok. 10330, Thailand, Tel: 02 648 5030.

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