

EMEA Privacy Policy in Avature: Applicant Privacy Notice for positions located Austria, Denmark, France, Germany, Ireland, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom

1. Introduction

lululemon athletica UK Ltd and its subsidiaries and affiliates including lululemon athletica inc., lululemon usa inc. and lululemon athletica canada inc. (collectively "lululemon" or "we", "our" or "us") will collect and hold the information that you submit within the scope of the application process, which information may contain personally identifiable information ("Personal Data"). This Applicant Privacy Notice ("Privacy Notice") sets out which Personal Data we collect about you and how we use it.

Throughout this Privacy Notice we may use the term "processing" to cover all activities involving your Personal Data, including collecting, handling, storing, sharing, accessing, using, transferring and disposing of information.

2. Purposes of the processing of your Personal Data

2.1. Administration of application process and assessment of your skills, qualifications and suitability for the vacancy, including information verification

lululemon may process your Personal Data for the purpose of administrating the application process. This includes reviewing your Personal Data to assess your skills, qualifications and your suitability for our career opportunities, as well as to take measures to verify that the information you have provided is true and accurate, e.g. by means of reference checks. Personal Data processed for these purposes may include:

- name, address, email address, telephone number or other contact information;
- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- your work visa, permit, or other documents evidencing authorization to work under the applicable immigration laws;
- your educational background, references, CV and application details, interview and assessment data, vetting and verification information and previous experience;
- your previous (job) experience and references;
- photograph;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications, activities; and
- any other Personal Data necessary or voluntarily given by you in connection with your application.

Your Personal Data processed in accordance with this section 2.1 is processed on the basis of our legitimate business interests where those interests are not overridden by your fundamental rights and in order to comply with legal obligations mandating immigration compliance, and equal employment opportunity. lululemon has a legitimate interest to process your Personal Data for these purposes in order to be able to recruit, fill, and hire the best candidates for employment while at the same time complying with all applicable laws.

2.2. Record-keeping and communication of career opportunities

lululemon may process your Personal Data for the purpose of keeping your record for the current and future hiring processes, including for the purpose of communicating with you and provide you with information regarding potential career opportunities that suits your profile. Personal Data processed for this purpose includes:

- name, address, email address, telephone number or other contact information;

- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- education, previous (job) experience, CV and references;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications and activities; and
- any other Personal Data necessary or voluntarily given by you in connection with your application.

Your Personal Data processed in accordance with this section 2.2 is processed on the basis of our legitimate business interests where those interests are not overridden by your fundamental rights and in order to comply with legal obligations to maintain record of recruiting efforts, where applicable. lululemon has a legitimate interest to process your Personal Data for these purposes in order to be able to recruit, fill, and hire the best candidates for employment while at the same time complying with all applicable laws.

2.3. Establish, exercise and defend legal claims

lululemon may process your Personal Data for the purposes of establishing, exercising and defending potential legal claims. Personal Data processed for these purposes include:

- name, address, email address, telephone number or other contact information;
- position applied for, application letter and job preferences, how you heard about the position, your willingness to travel if the applied position so requires, eligibility to work in the jurisdiction in which the position(s) you apply for are located;
- information about current employment;
- education, previous (job) experience and references;
- photograph;
- memberships of committees or other bodies;
- language skills, computer knowledge, special skills including (driver) licenses, interests, leisure activities, other qualifications and activities; and
- any other Personal Data necessary or voluntarily given by you in connection with your application.

Your Personal Data processed in accordance with this section 3 is processed on the basis of our legitimate business interests where those interests are not overridden by your fundamental rights. lululemon has a legitimate interest to process your Personal Data for these purposes in order to be able to establish, exercise and/or defend our position in potential legal claims in the event of a dispute or controversy between you and lululemon, related to the hiring process and/or your application.

2.4. Retention of Your Personal Data

The Personal Data processed pursuant to your application for employment will be processed for six (6) months from when the hiring process related to the position(s) you have applied for is finished, unless a longer period is necessary for our legal obligations or related to a legal claim, or unless you notify us that you would like us to process your Personal Data for another twelve (12) months related to potential future career opportunities for which you may be interested. Such notification shall constitute consent to the processing of your Personal Data for purposes of potential future career opportunities. You understand that you are entitled to revoke your consent at any time.

3. Disclosure and transfer of Personal Data

For the purposes listed under section 2 above, we may share your Personal Data on a need to know basis with colleagues due to their function within lululemon (both in the country where you work and in other countries in which we have operations, including countries outside EU/EEA), with external parties or associates, such as applicant verification vendors. Transfers to the United States and all the

other categories of recipients located outside EU/EEA, in jurisdictions which do not have equivalent data protection laws as your jurisdiction of residence, are subject to the European Commission's (EC) Standard Contractual Clauses ("SCC") or an equivalent means. You are entitled to, upon request, receive a copy of any documentation showing that appropriate safeguards have been taken to protect your Personal Data during such transfer.

Transfers in accordance with this section 3 are based on the same legal ground as is applicable for the respective purpose (as set forth in section 2 above).

4. Revocation of consent

You may, at any time, revoke consents that you have given to lululemon pertaining to any such processing of Personal Data which is based on your consent.

You may revoke your consent by contacting lululemon on the contact details set forth below. Please indicate details of your consent revocation (which Personal Data, etc.). Upon such revocation, lululemon will cease to process your Personal Data relating to the purposes for which your consent has been revoked.

5. Your rights

5.1. Right of rectification and access

lululemon will take steps in accordance with the applicable legislation to keep your Personal Data accurate, complete and up-to-date. You are entitled to have any inadequate, incomplete or incorrect Personal Data corrected. Furthermore, you also have the right to request access to the Personal Data that we store about you.

5.2. Further rights

5.3. You are entitled to (i) object to any processing of your Personal Data processed on the basis of our legitimate interests, (ii) have your Personal Data erased under certain circumstances, such as when you have revoked a previously given consent, (iii) restrict the processing of your Personal Data to only comprise storage of your Personal Data, e.g. during the time when lululemon assesses whether you are entitled to have Personal Data erased, and (iv) under circumstances, receive a copy of the Personal Data processed in a common machine-readable format and to require us to transmit it to another data controller where this is technically feasible (data portability). You also have the right to lodge a complaint with a supervisory authority, in particular in your Member State of residence, if you consider that the processing of your Personal Data infringes this Privacy Notice.

5.4. For further information regarding your rights, or to exercise any of your rights, please contact us through the details below.

6. Contact us

The data controller for Personal Data is

lululemon athletica

Attention: Privacy Officer

1818 Cornwall Avenue

Vancouver, BC

V6J 1C7

Canada

Email: PRIVACYOFFICER@LULULEMON.COM

If you have any questions or concerns regarding the processing of your Personal Data, please contact us electronically: Email: PRIVACYOFFICER@LULULEMON.COM.

7. Acknowledgement

By selection "I Accept", I hereby acknowledge that I have received a copy of this Privacy Notice and that I have read and understood the contents of this Privacy Notice.