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## Lululemon 隱私權聲明 (亞太地區) - 求職者

### Lululemon Privacy Notice (APAC) - Applicant

本隱私權聲明是有關lululemon athletica inc.及其亞太地區子公司或關係企業 (包括露露樂蒙股份有限公司)(下稱「我們」或「lululemon」) 蒐集、使用、處理、傳送、揭露或儲存 (分別或合稱為「使用」) 您 (下稱「您」或「求職者」) 個人資料之說明。

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”).

本隱私權聲明不適用於您身為lululemon相關網站之顧客或訪客而蒐集之個人資料。於上述情形，請參考您所在地之顧客或訪客隱私權政策：[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)。

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).

### 我們蒐集個人資料之類別

#### The Categories of Personal Information We Collect

我們蒐集由您直接提供或我們在彼此交流過程中建立之個人資料。我們可能蒐集或建立之個人資料包括但不限於以下類別：

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:

- 身分識別資料，例如您的姓名、郵寄地址、電郵信箱地址、電話號碼、駕照、護照號碼、身分證號碼、簽證和工作許可，以及關於您緊急聯絡人、受益人及被撫養人之資料；  
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，例如您的性別、居住地及國籍；  
Demographic information such as your gender, residency and nationality;
- 生物識別資料及健康資料；



Biometric and health information;

- 網際網路或其他電子網路活動資訊，例如您使用我們公司內網之紀錄；  
Internet or other electronic network activity information;
- 聲音、電子、影像或類似資料，例如我們為保安或安全起見在您工作場所架設攝影機或監視器所錄製之影音，或我們客戶服務電話之錄音檔；  
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;
- 專業、教育或聘僱相關資料，例如：  
Professional, educational or employment-related information, such as:
  - (a) 您的履歷、自薦信、工作資歷徵詢對象的個資、求職申請、工作資歷徵詢對象提供之資訊、背景調查、我們針對招募資訊之評估；  
your resume, cover letter, references, employment application, information provided by references, background checks, our assessment of recruitment information;
- 人力資源或公司業務所需之其他資訊。  
Other information that supports our human resources or business operations.

## 我們使用個人資料之目的

### The Purposes for Which We Use Personal Information

我們會基於履行聘僱契約、諮詢事項、遵循我們的法定義務、身為雇主之合法利益等目的，或在另行取得您同意或指示之情況下，使用您的個人資料。上述目的包括：

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:

- 聘僱前之工作資歷查詢；  
pre-employment reference checks;
- lululemon 之工作職缺招募事宜，包括為取得求職者工作資歷之目的；  
recruitment for positions with lululemon, including for purpose of obtaining references regarding Applicants;
- 執行申訴及 / 或懲戒處分相關事宜；  
conducting grievance and/or disciplinary actions;
- 在遵守相關法律以及我們集團公司任何程序及政策之前提下，使用生物識別資料及健康資料評估員工之契合度及合適性；  
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;



- 遵循我們或我們集團公司可能適用之法規；  
complying with regulatory rules to which we or our group companies maybe subject; and,
- 監測並保障lululemon及其他第三方免於遭受任何錯誤、過失、違約、偷竊、詐欺及其他非法行為，遵循lululemon之稽核要求，並依據lululemon之政策、程序及契約義務進行稽核。  
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.

## 我們分享您個人資料之對象

### Who We Share Your Personal Information With

lululemon有可能會隨時揭露您的個人資料予下列之人：

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

- 於上述目的範圍內為履行您的職責及 / 或提供lululemon管理、人力資源或技術支援所需之服務提供者，舉例而言包括但不限於網站支援公司；  
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;
- 為遵守相關法律而涉及之政府機關；  
government agencies to the extent required to comply with applicable laws;
- 您同意揭露或指示我們分享您個人資料之任何其他第三方；  
any other third party or parties where you consent to such disclosure or instruct us to share your personal information;
- 符合相關法律或法律另有規定者；  
comply with applicable law or as otherwise permitted by the law;
- 為滿足本隱私權聲明之目的而涉及之全世界任何個別公司、lululemon之關係企業或第三方；及  
individual companies or affiliates of lululemon or third parties in locations around the world for the purposes described in this Privacy Notice; and,
- lululemon 全部或部份股份或資產之移轉或出售對象，或企業重組所涉及之其他實體。  
another entity upon a transfer or sale of all or part of lululemon's stock or assets or upon any other corporate reorganization.



## 國際傳輸

### International Transfer

於您所在地相關法律允許之情況下，我們有可能傳送及 / 或揭露您的個人資料予位於澳洲、加拿大、中國大陸、香港、日本、澳門、馬來西亞、紐西蘭、新加坡、南韓、臺灣及美國等地（該地區清單可能隨時變動）之我們的集團公司成員及上述第三方。

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).

這表示您個人資料之存取、傳送、處理及 / 或儲存地點可能會在您所在地以外之地區。該等地區之標準可能低於您所在地所規定之標準。我們會依本隱私權聲明保障使用該等資料之安全性。

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.

## 保存期限

### Retention Period

我們不會在蒐集、處理或儲存您個人資料之特定目的消失後繼續留存該等資料。惟不同類別之個人資料保存期限當然不同。詳見我們的記錄保存政策。

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.

## 存取、更正及被遺忘權

### Access, Correction and Right to be Forgotten

您可能依據相關法律享有存取、更正及 / 或刪除我們所儲存您的個人資料之權利。若您依據相關法律享有該等權利並希望存取、更正及 / 或刪除您的特定個人資料，請至 <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>

如相關法律要求時，我們會在合理時間（或法定期間）內答覆您有關存取、更正及 / 或刪除您個人資料之請求。若我們拒絕讓您存取、更正及 / 或刪除個人資料，我們會告知拒絕之理由以及您申訴之管道。



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.

於法律允許之情況下，我們有可能向您酌收答覆隱私權請求之合理成本費用。

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

### 拒絕個人資料被使用之權利

#### **The Right to Refuse the Use of Personal Information**

您享有拒絕個人資料被使用之權利。在某些地區，相關法律可能進一步允許您更正或限制您同意我們使用個人資料之授權範圍。請注意，您拒絕個人資料被使用之行為會影響招聘流程或未來的聘僱關係，例如我們將無法核發您的薪資。於該等情形下，請聯絡隱私權保護主任：

You have a right to refuse the Use of your personal information. In some locations, 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 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)

### 敏感性個人資料

#### **Sensitive Personal Information**

敏感性個人資料是指遺失、洩漏、揭露該等資料將使您遭受重大損害、難堪、不方便或不公平之待遇，可能包括與您的種族或血統、宗教及哲學信仰、銀行帳戶號碼、護照資料、駕照號碼、工會會員身分及 / 或生物識別資料有關之資料。

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.

我們蒐集您的某些個人資料屬敏感性個人資料。因其特殊性質，我們對於您敏感性個人資料之使用範圍僅限於與本隱私權聲明所列之目的有直接關聯者。我們亦採取合理之安全措施保護您的敏感性個人資料。

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.

### 聯絡我們

#### **Contact Us**

若您對本隱私權聲明有任何問題，請與上述隱私權保護主任聯絡。

If you have any questions about this Privacy Notice, please contact the Privacy Officer above.