

lululemon Job Candidate Privacy Notice (US) Last Updated: January 23, 2023

This lululemon Job Candidate Privacy Notice (US) (“Privacy Notice”) explains what personal information lululemon athletica inc. (“lululemon”, “we,” “us,” or “our”) collects, uses, discloses, and otherwise processes about you as a job candidate (“Candidate Information”) to lululemon.

This Privacy Notice does not cover information collected about you as a lululemon customer or user of lululemon websites, mobile apps, lululemon Studio, or other lululemon products or services. To learn more about our information practices in those situations, please read our online [Privacy Policy](#). We also have a separate notice that applies to individuals who currently work or previously worked for lululemon.

We may change this Privacy Notice from time to time. If we make changes, we will notify you by revising the date at the top of this policy. If we make material changes, we will provide you with additional notice, such as by sending you a notification.

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### **Collection of Information**

We collect Candidate Information you provide directly to us, such as when you apply to work for us. We also obtain Candidate Information from third parties, such as your previous employers, educational institutions, third-party service providers (e.g., background check providers, recruitment consultants, or professional recruitment agencies), your named references, legal bodies, and from publicly available sources, such as your LinkedIn profile. We may derive or develop Candidate Information by creating a profile reflecting your employment preferences, characteristics, behavior, intelligence, abilities, aptitudes, such as through notes taken as part of the interview process. Additionally, we collect Candidate Information automatically, such as when monitoring our premises. The types of Candidate Information we may collect or develop include:

- **Identifiers**, such as your name, mailing address, email address, phone number, driver's license or passport number, social security number, visas, and work authorizations.
- **Demographic information**, when required by law or to support our diverse workplace initiatives, such as your age, gender, racial or ethnic origin, veteran status, and disability status if you voluntarily submit such information as part of your application.
- **Audio, visual, or similar information**, such as through cameras and CCTV we install on our premises for security or safety.
- **Professional or employment-related information**, such as the following:
  - Your resume or CV, cover letter, work history, professional licenses, and other [L] [SEP] experiences
  - Contact information for your references and current employer
  - Information contained in your employment application
  - Information provided by references, background checks, and our assessment of [L] [SEP] recruitment information.

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- **Education information**, such as information about your degrees and training, transcripts, and academic achievements that you disclose in your application.
- **Social Media Information and Other Similar Information**, to the extent permitted by law, such as social media and public profile information, including information related to your LinkedIn, Twitter, and your personal website. **Other information** that you submit, including additional information provided in an application form, cover letter, or other work product. [L] [SEP] If your application progresses, we will also collect the following Candidate Information:

- **Information collected as part of the interview process**, such as notes taken from your interview when they contain your personal information and personal information included in any take-<sup>[[L]]</sup><sub>[[SEP]]</sub>home project.
- **Information necessary to schedule your interview**, including your gender and identifiers such as <sup>[[L]]</sup><sub>[[SEP]]</sub>your address, Known Traveler Number, and any frequent traveler details.
- **Details about employment expectations**, including, to the extent they contain your personal information, type of employment sought, compensation expectations, willingness to relocate, <sup>[[L]]</sup><sub>[[SEP]]</sub>and other job preferences.
- **Information necessary to run a background check (if and to the extent relevant for a specific role)**, such as information obtained either from you or through reference and background checks, subject to any further permissions or notifications required and/or permitted by applicable law.
- **Information required to initiate employment**, including proof of eligibility to work in a specified country (such as a passport or visa), demographic information (such as your age, place of birth, and citizenship), identifiers (such as your date of birth, social security number, national insurance number, other government-issued identifier, tax identifiers and related tax information (where required and/or permitted by law)), bank account numbers and related information, benefits eligibility information, and other information you provide for the purposes of engaging with us or executing an employment agreement. <sup>[[L]]</sup><sub>[[SEP]]</sub>Where we collect information from you from surveillance or monitoring (e.g., CCTV recordings), this is done on an ongoing basis from the commencement of your employment with us. <sup>[[L]]</sup><sub>[[SEP]]</sub>Where permitted by law, we may collect, store, and use sensitive personal information about you, including your race, ethnicity, disability status, and health and medical conditions. We collect this information for specific purposes, such as to accommodate a disability or illness, comply with legal obligations, protect the health and safety of our employees, and facilitate internal programs relating to diversity, inclusion, and anti-discrimination. Please be assured that we will only use such sensitive personal information for the purposes set out in this Privacy Notice, or as otherwise described to you at the time such information is collected—and in <sup>[[L]]</sup><sub>[[SEP]]</sub>accordance with applicable law. <sup>[[L]]</sup><sub>[[SEP]]</sub>**Use**

**of Information** [SEP] We use personal information about you to comply with statutory obligations we have in relation to your application, including confirming your eligibility to work in a given location. These purposes include:

- **Administering and processing your application**, including verifying your identity, experience, and other information you submit and, if your application progresses, any interview information and background check information.
- **Communicating with you about your application**, including contacting you via phone, email, or social media platforms about your application and, if your application progresses, coordinating any interview and background check process.

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- **Assessing and evaluating your suitability for the role for which you have applied or for other vacancies.**
- **Conducting reference and background checks, including criminal records checks, as part of your application**, subject to applicable law.
- **Complying with applicable laws and employment-related requirements**, including verifying identity and information required to initiate employment for purposes such as confirming ability to legally work in a specific location, setting up payroll, withholdings and benefits, and complying with statutory reporting requirements.
- **Improving our recruitment process**, including by generating analytics using Candidate Information to ensure we recruit a diverse set of candidates.
- **Monitoring and action programs**, to ensure equality of opportunity;
- **Informing you of career opportunities**, including other vacancies for which you may be eligible.
- **For other notified purposes with your consent.** [SEP] **Disclosure of Information** [SEP] In certain circumstances, we disclose Candidate Information. We disclose the categories of Candidate Information

described in the “[Collection of Information](#)” section in the following ways:

- **lululemon affiliates:** We disclose personal information to employees and lululemon affiliates who need to know the information for the purposes such as processing your application and assessing and evaluating your suitability for the role for which you have applied or for other vacancies.
- **Service providers:** We use service providers and contractors to perform services on our behalf, such as conducting background checks (subject to applicable law) and verifying information provided in your application.
- **Law enforcement, government authorities, regulators, and similar third parties:** We disclose personal information to entities such as courts, authorities, independent external advisers, and internal compliance and investigation teams if we believe such disclosure is in accordance with, or is otherwise required by, any applicable law, regulation, or legal process.
- **Professional advisors:** We disclose personal information to our professional advisors, including accountants, auditors, lawyers, insurers, and bankers, if needed. We only permit these advisors to process your personal information for specified purposes and, as appropriate, in accordance with our instructions and the provisions of this Privacy Notice and applicable law.
- **Other third parties:** In certain limited circumstances, we may disclose personal information with other third parties, including (a) to comply with our legal obligations, (b) to protect the rights and property of our customers and the public, (c) to detect and respond to suspected illegal activity and threats to the health or safety of any person or of our systems or services, (d) in connection with, or during negotiations of, any merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business, assets, or stock by another company (including in connection with any bankruptcy or similar proceedings), and (e) with your consent or at your direction. <sup>[1]</sup><sub>[SEP]</sub>We may also disclose aggregated or de-identified information, which cannot reasonably be used to identify you. lululemon processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information except as permitted by law. <sup>[1]</sup><sub>[SEP]</sub>**Contact Us** <sup>[1]</sup><sub>[SEP]</sub>If you have any questions

about this Privacy Notice, please contact us at [PRIVACYOFFICER@LULULEMON.COM](mailto:PRIVACYOFFICER@LULULEMON.COM) or by submitting a ticket through the [PRIVACY PORTAL](#).

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lululemon Addendum for California Applicants Last Updated: January 23, 2023

This lululemon Addendum for California Applicants (“Addendum”) supplements the [lululemon Job Candidate Privacy Notice \(US\)](#) (“Privacy Notice”) and provides additional information about our privacy practices and your privacy rights, as required by California law. This Addendum applies to you if you are a job candidate that resides in California.

### **Additional Disclosures**

In the preceding 12 months, we have collected the following categories of personal information: identifiers; characteristics of protected classifications under California or U.S. federal law; audio, visual, or other sensory information; professional or employment-related information; education information; and sensitive personal information. We collect such categories of personal information directly from you when you submit information to us, indirectly from third parties such as named references, automatically through surveillance equipment or other devices, and we also develop data during our interactions with you.

We collect, use, and disclose personal information for the following business purposes: recruiting and hiring; assessing the suitability of candidates for employment or engagement; fulfilling legal or regulatory requirements; protecting the interests of lululemon and others; operating third-party relationships; conducting our business; and as otherwise explained in our [Privacy Notice](#). We do not use or disclose your sensitive personal information for purposes other than those expressly permitted by California law.

In the preceding 12 months, we have disclosed the following categories of personal information for business purposes to the following categories of recipients:

#### ***Category of Personal Information***

Identifiers, such as your name, mailing address, and email address

Characteristics of protected classifications under California or U.S. federal law, such as your gender and age

Audio, visual, or other sensory information, such as data from CCTV

### *Categories of Recipients*

lululemon affiliates, recruitment service providers, fraud detection and security service providers, government authorities, regulators, professional advisors, and fraud

detection and security service providers

Recruitment service providers, fraud detection and security service providers, government authorities,

regulators, and professional advisors

Fraud detection and security service providers

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Professional or employment-related information, such as your resume and application information

Education information, such as the Recruitment service providers education you disclose in your application

Sensitive personal information, such as your racial or ethnic origin

### **Your Privacy Rights**

California residents have certain rights with respect to their data, including the following:

- **Right of Access:** You may ask us to confirm whether we are processing your personal information and, if so, to provide you with a copy of the personal information we hold about you (along with [SEP] certain other details).
- **Right to Correction:** If the personal information we hold about you is inaccurate or incomplete, [SEP] you may ask for correction or completion.

- **Right to Deletion:** You may ask us to delete or remove your personal information in some [SEP] circumstances—for example, if we no longer need it. [SEP] To request access, correction, or deletion of your personal information, visit our [PRIVACY PORTAL](#) or call our toll-free number at 1-877-263-9300. You can also access, correct, or delete certain information stored within our systems at any time by logging into lululemon’s Career Site . You may designate an authorized agent to exercise privacy rights on your behalf by providing the authorized agent signed permission to submit the request on your behalf. If an authorized agent submits a request on your behalf, we may need to contact you to verify your identity and protect the security of your personal information. If you are an

authorized agent seeking to make a rights request, please contact us at [PRIVACYOFFICER@LULULEMON.COM](mailto:PRIVACYOFFICER@LULULEMON.COM).

Any request to exercise one of these rights will be assessed by lululemon on a case-by-case basis. There may be circumstances in which we are not legally required to comply with your request because of a relevant legal exemption provided for under applicable law. We will not discriminate or retaliate against you for exercising your privacy rights. If you choose not to disclose certain personal information, however, we may not be able to proceed with the recruitment process.

### **“Sales” and “Sharing” of Personal Information**

We do not “sell” or “share” your personal information as those terms are defined under California law.

### **Data Retention**

The length of time we retain your personal information depends on the status of our relationship with you and the requirements of applicable law.

If you are not accepted for a role, we may keep your application information, including any relevant personal information, to allow us to consider you for other career opportunities with lululemon and provided that, if required by applicable laws, we obtained your prior consent for such longer retention of your personal information.



security service providers

Recruitment service providers, government authorities,  
and regulators

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Recruitment service providers, fraud detection and

If you accept employment with lululemon, your personal information will become part of your employment record and will be used for employment purposes in accordance with applicable law and any applicable employee privacy notice. We will retain your personal information for as long as your engagement with us lasts and for a certain period thereafter, after which point it will be deleted or archived in accordance with applicable law. To determine that period, we take into account a number of factors, including our legal and regulatory obligations (such as financial reporting obligations and equal opportunity or anti-discrimination reporting obligations) and whether we may need to retain personal information to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes, and/or enforce our agreements.

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