

Lululemon 应聘者隐私声明 (中国大陆) Lululemon Applicant Privacy Notice (Mainland China)

本隐私声明旨在解释露露乐蒙贸易 (上海) 有限公司 (以下简称“我们”或“lululemon”) 收集、使用、处理、传输、披露或存储 (以下分别称为或合称为“使用”) 您 (以下简称“您”或“应聘者”) 的哪些个人信息。

This Privacy Notice explains what personal information Lululemon Athletica Trading (Shanghai) Ltd. (“our” or “us” or “lululemon”) collect, use, process, transfer, disclose or store (each separately or together “Use”) about you (“you” or “Applicant”).

本隐私声明不适用于我们在您作为 lululemon 客户或 lululemon 相关网站访客时收集到的您的个人信息。欲知您当地适用的客户或访客隐私政策, 请查看相应网站: www.lululemon.cn。

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 country on www.lululemon.cn.

1. 我们收集的个人信息种类

The Categories of Personal Information We Collect

我们收集的信息包括您在线上或线下直接向我们提供的信息、您通过第三方人力资源服务平台 (例如前程无忧) 向我们提供的信息、以及我们在与您互动过程中所形成的您的个人信息。我们收集和形成的个人信息种类包括但不限于:

We collect information that you provide directly to us online or offline, information you provide to us through third party HR service platforms (such as 51 Job), 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:

- 联系方式, 例如您的姓名、通讯地址、电子邮件地址、电话号码、**护照号码**、**身份证号码**、**签证和工作许可证**、您紧急联系人、受益人及家属的相关信息等;
Identifiers, such as your name, mailing address, email address, phone number, **passport number**, **national identification number**, **visas and work authorizations**, and information regarding your emergency contact(s), beneficiaries, and dependents;
- 身份信息, 例如您的性别、居住城市、国籍、出生日期、是否为学生、**个人照片**等;
Demographic information such as your gender, city of residency and nationality, date of birth, whether you are a student, **personal photo**;
- **健康信息**;
Health information;
- 互联网或其他电子网络活动信息, 例如**您使用我们内部网的情况**等;
Internet or other electronic network activity information, such as **your use of our intranet**;

- 音频、电子、视频或类似信息，例如我们为保障安全在我们场地内安装的摄像头和闭路电视、我们客服通话的记录或录音；
Audio, electronic, visual or similar information, such as cameras and CCTV we install in our premises for security or safety, and transcripts or audio recordings we make of customer service calls;
- 专业、学历或就业信息，例如：
Professional, educational or employment-related information, such as:
 - (a) 您的教育经历、工作经历，当前所在职位和雇主信息；
your education history, work history, current position and employer information;
 - (b) 您的简历、求职信、作品集、资信证明、求职申请表、资信证明涉及的信息、背景调查、我们对招聘信息的评估结果；
your resume, cover letter, portfolio, references, employment application, information provided by references, background checks, our assessment of recruitment information;
- 您主动提供给我们或在第三方人力资源服务平台上为申请我们职位提供的其他信息。
Other information you provide to us voluntarily or on third party HR service platforms for the purpose of applying for our positions.
- 我们开展人力资源工作或运营所需的其他信息。
Other information that supports our human resources or business operations.

2. 我们处理个人信息的法律基础和用途

The Legal Bases on Which and Purposes for Which We Process Personal Information

我们可能基于如下法律基础处理您的个人信息：（1）您的同意；（2）订立、履行您作为一方当事人的合同；（3）履行我们的法定义务；（4）应对突发公共卫生事件或者紧急情况下保护自然人的生命健康和财产安全；（5）法律、行政法规规定的其他处理个人信息的合法性基础。

We may process your personal information based on the following legal bases: (1) your consent; (2) entry into and performance of contracts to which you are a party; (3) performance of legal obligations; (4) response to public health emergencies or protection of the life, health and property of natural persons in emergency situations; and (5) other legal bases for processing personal information as provided by laws and administrative regulations.

我们可能会基于您的同意处理您的个人信息，包括以下目的和用途：

We may process your personal information based on your consent, including for the following purposes and uses:

- 入职前的背景调查；
pre-employment reference checks;
- lululemon岗位招聘，包括取得应聘人的资信证明等；
recruitment for positions with lululemon, including for purpose of obtaining references regarding Applicants;
- 依照适用法律及我们集团公司的流程和政策凭借健康信息确定您是否胜任且适合；
using health information in regard to fitness and suitability in accordance with the applicable law and any procedure and policy of our group companies;
- 遵守我们公司或我们集团公司适用的监管规定；且

complying with regulatory rules to which we or our group companies may be subject; and,

- 及时发现错误、过失、违约、盗窃、欺诈及其他其他违法活动，防止lululemon及第三方因此受到损害；遵守lululemon的审计要求；审查是否符合lululemon政策、流程及合同义务；

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.

我们可能会在lululemon需要履行法定义务的情况下处理您的个人信息，其用途包括但不限于以下方面：

We may process your personal information as required for the performance of legal obligations by lululemon for the purposes including but not limited to

- 回应监管部门或其他法定机构依法提出的要求，以及出于审计、合规、调查和检查目的；以及

responding to requests from regulators or other statutory bodies according to law and for the purpose of audit, compliance, investigation and inspection; and

- 为寻求法律救济而用于仲裁、诉讼等法律程序，以维护我们公司自身的合法权益。

seeking legal remedies in arbitration, litigation and other legal proceedings to protect our own legal rights and interests.

我们也可能在lululemon需要应对突发公共卫生事件、或在紧急情况下保护自然人的生命健康或财产安全时处理您的个人信息。在此基础上进行处理的目的包括但不限于：

We may also process your personal information where lululemon needs to respond to a public health emergency, or to protect the life, health or property of a natural person in an emergency situation, for the purposes including but not limited to

- 应对流行病情况；

responding to pandemic situations;

- 应对其他突发公共卫生事件；

responding to other public health emergencies;

- 在紧急情况下保护您和/或其他人的生命健康；以及

protecting the life and health of yours and/or others in the event of an emergency; and

- 在紧急情况下保护您和/或其他人的财产安全。

protecting the property of yours and/or others in case of an emergency.

3. 我们委托处理您的个人信息

To Whom We Entrust the Processing of Your Personal Information

Lululemon会委托以下对象在lululemon授权的范围内处理您的个人信息：

Lululemon will entrust the processing of your personal information to the following parties within the scope authorized by lululemon:

- lululemon的服务提供商，但仅限于完成其职责和/或为lululemon提供管理、人力与文化或技术支持服务所需的范围及上述用途范围，包括但不限于网站支持公司；
service providers of lululemon to the extent required to complete their duties and/or provide administrative, People & Culture or technological support services to lululemon within the scope of the purposes identified above, including but not limited to website support companies;
- 您同意委托其处理或指示我们委托其处理您个人信息的任何其他第三方。
any other third party or parties where you consent to such entrustment or instruct us to entrust the processing of your personal information.

4. 我们与之共享您个人信息的对象

Who We Share Your Personal Information With

lululemon会不时与下列对象共享您的个人信息：

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

- lululemon的招聘服务提供商，仅限于为lululemon提供管理、人力与文化或技术支持/应聘者筛选、联系等服务所需；
lululemon's recruitment service providers only to the extent required to provide administrative, People & Culture, technological support services, selecting or contacting Applicants to lululemon;
- 政府机关，但仅限于适用法律要求的范围；
government agencies to the extent required to comply with applicable laws;
- 您同意向其披露或指示我们与其共享您个人信息的任何其他第三方；
any other third party or parties where you consent to such disclosure or instruct us to share your personal information;
- 为遵守适用法律或在其他法律允许的范围内共享；
comply with applicable law or as otherwise permitted by the law;
- 为本隐私声明中所述之用途而与lululemon旗下位于全球各地的公司或关联公司或第三方共享。
individual companies or affiliates of lululemon or third parties in locations around the world for the purposes described in this Privacy Notice.

5. 转移您的个人信息

Transfer of Your Personal Information

如lululemon发生公司重组等情形，可能会涉及向权利义务接收方转移您的个人信息。在转移您的个人信息之前，我们将向您发送适当的通知，告知您接收方的名称或者姓名和联系方式，并确保您的个人信息将以符合我们隐私声明的方式得到保护。接收方变更处理目的、处理方式的，我们将会要求相关数据接收方再次获得您的同意。

In the event of a corporate restructuring or other circumstances of lululemon, we may transfer the Applicant's personal information to the transferee of our rights and obligations. We will transfer your personal information to another entity upon a transfer or sale of all or part of lululemon's stock or assets or upon any other corporate reorganization. Before transferring your personal information, we will send you an appropriate notice informing you of the corporate or individual name and contact details of the recipient and ensure that your personal information will be protected in a manner consistent with our Privacy Notice. If the recipient changes the purpose or manner for or in which your personal information is processed, we will require such data recipient to obtain your consent to such processing again.

6. 披露您的个人信息

Disclosure of Your Personal Information

我们仅在以下情况下，且采取符合业界标准的安全防护措施的前提下，才会披露您的个人信息：We will disclose your personal information only as described below and subject to security measures that meet industrial standards:

- 根据您的要求，在您单独同意的披露方式下披露您指定的个人信息；

We will disclose your specified personal information at your request and in a manner that you have separately consented to; and

- 根据法律法规、政府部门的要求所必须提供您个人信息时，可能会根据相关的法律要求您的个人信息。

We may disclose your personal information as required by laws, regulations and government authorities.

7. 跨境传输

International Transfer

为实现全球集团人力资源管理，我们会将您提供的姓名、性别、生日、手机号、教育经历、简历（可能包含姓名、电子邮件、城市、照片、教育背景、证书、工作经验）传输至位于加拿大的集团公司lululemon athletica canada inc.，用于招聘决策、统计分析招聘情况、管理招聘岗位和人事计划、建立人才库的目的，且相关境外系统可能由境外服务商运营和维护。如您希望向lululemon athletica canada inc.行使您的个人信息相关权利，请见以下联系方式：

For the purposes of global human resources management within the group, we will transfer your name, gender, date of birth, mobile phone number, educational background, resume (which may contain name, email, city, photo, education background, certificates, work experience) to the group company lululemon athletica canada inc. located in Canada for recruitment decisions, statistics and analysis of recruitment results, management of open positions and human resources plans and building of a talent pool, and the relevant overseas systems may be operated and maintained by overseas service providers. If you want to exercise your rights in the personal information against lululemon athletica canada inc. please refer to the following contact information:

联系地址：1818 Cornwall Ave., Vancouver, B.C., V6J 1C7, Canada

Address: 1818 Cornwall Ave., Vancouver, B.C., V6J 1C7, Canada

联系方式：privacyofficer@lululemon.com

Contact information: privacyofficer@lululemon.com

8. 保留期限

Retention Period

我们对您个人信息的保留期限将视我们收集、处理或存储该信息的用途需求而决定。但不同种类的个人信息所需保留的期限各不相同。欲知详情请查看我们的《记录保留政策》。

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.

9. 个人信息权利的行使

Exercise of Rights to Personal Information

以下规定了您享有的个人信息权利及具体行使方式。我们会在十五（15）个工作日内处理您的请求。若法律允许，我们可能会向您追索因下述答复而产生的合理费用。

Your rights to personal information and the specific ways in which you can exercise them are set forth below. We will respond to your request within fifteen (15) business days. Where permitted by law, we may recover from you our reasonable costs of responding to your privacy request.

- 访问、纠正、复制和删除权

The right to Access, Correction, Copy and Deletion

您有权依据适用法律访问、纠正、复制并/或删除我们所存储的您的个人信息。若您依据适用法律有权且有意要求访问、纠正、复制或删除您特定的个人信息，请根据“联系我们”部分所列方式与我们取得联系。

You may have the right to access, correct, copy 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, copy or deletion of your specific personal information, please contact us as through the contact details set out in “Contact Us” .

我们将依据适用法律的要求，在合理时间（或适用法律规定的期限，通常不多于十五（15）个工作日）内对您提出的要求做出答复。若我们不接受您的要求，我们会告知您相关原因及申诉途径。

To the extent required by applicable law, we will respond to your request within a reasonable timeframe (or the timeframe stipulated by the applicable law, generally not longer than fifteen (15) business days). If we refuse to satisfy your request, we will notify you of our reasons for the refusal and how you may complain about the refusal.

- 限制或拒绝处理个人信息、撤回同意、要求解释说明的权利

The Right to Restrict or Refuse the Processing of Personal Information, Withdraw Consent and Request Explanation

您有权限制或拒绝我们处理您的个人信息。但请注意，若您限制、拒绝我们使用您的个人信息或撤回同意，则会影响我们双方之间的招聘流程或未来的劳动关系，例如我们可能无法为您办理薪资事务。这种情况下，请您根据“联系我们”部分所列方式与我们取得联系。如您希望我们对您个人信息处理规则进行解释，亦可以通过上述方式与我们沟通。

You have a right to restrict or refuse our processing of your personal information. Please note that your restriction or 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 us as through the contact details set out in “Contact Us”. If you would like us to explain our rules regarding the processing of your personal information, please contact us in the same manner as set out above.

10. 敏感个人信息

Sensitive Personal Information

敏感个人信息是一旦泄露或者非法使用，容易导致自然人的人格尊严受到侵害或者人身、财产安全受到危害的个人信息，包括生物识别、宗教信仰、特定身份、医疗健康、金融账户、行踪轨迹等信息，以及不满十四周岁未成年人的个人信息。

Sensitive personal information is personal information that, once leaked or illegally used, may easily lead to the infringement of a natural person's human dignity or endanger the safety of his or her life or property, including biometric, religious beliefs, specific identity, medical and health, financial accounts, whereabouts and other information, as well as the personal information of minors under 14 years of age..

我们收集的您的个人信息中有一部分属于敏感个人信息。鉴于其特殊性，我们会限制对您敏感个人信息的使用，使用范围仅限于与本隐私声明中列出之用途直接相关。同时，我们会采取合理的安全措施，以保障您敏感个人信息的安全性。对于敏感个人信息，我们已在上文以**加粗下划线**的方式提醒您注意。

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. For sensitive personal information, we have brought it to your attention above **by underlining it in bold.**

11. 联系我们

Contact Us

若您对本隐私声明有任何疑问，请通过【cnprivacy@lululemon.com】联系我们。

If you have any questions about this Privacy Notice, please contact us through [cnprivacy@lululemon.com].