

# Privacy Notice

To enable you to apply for a job with Samsung Electronics Air Conditioner Europe (NL), and our affiliates ("Samsung", "we", "us", "our"), we collect your personal information as described below. We know how important privacy is to all individuals that we deal with, and we strive to be clear about how we collect, use, disclose, transfer, and store personal information.

## WHAT INFORMATION DO WE COLLECT ABOUT YOU?

- Name, date of birth, home address, email address, telephone number, job status, qualifications, education history, information contained in the application form, information contained in the Curriculum Vitae submitted, and work eligibility; and
- Log data from your browser, including, without limitation the IP address of your Internet service provider, device type, operating system and version of your browser.

## HOW DO WE USE YOUR INFORMATION?

- To assess suitability for a role advertised on the system and invite candidates for interview; and
- To operate and maintain the system. Your information is stored in Workday Ireland Datacenter and Netherland DR Datacenter. We may use your information to support you and fix any related configuration on it.

Samsung processes personal data for the purposes described above. Samsung's legal basis to process personal data is based on Samsung's legitimate interests to hire talented individuals who have the relevant skills and experience to join our workforce.

## SHARING YOUR INFORMATION

We may disclose your information internally within our business to the relevant teams, such as, without limitation the human resources team, the hiring manager/department the role is located within, the legal team, and the finance team. We may also disclose your information to the following entities, only to the extent that this will be necessary to perform the Services:

- **Affiliates.** Your information may be shared among Samsung affiliates for the purposes described in this Privacy Policy. The term 'affiliates' refers to companies related to Samsung Electronics Co., Ltd. by common ownership or control. Our affiliates include companies with the Samsung Electronics name. Affiliates may also include other companies related by common ownership or control.
- **Service Providers.** We also may disclose your information to carefully selected companies that provide services for or on behalf of us, such as recruitment agencies, and operators of our internal HR system (to the extent necessary for the provision of the system). These entities are limited by contractual provisions in their ability to use your information for purposes other than providing services for us.
- **Other Parties When Required by Law or as Necessary to Protect Samsung.** There may be instances when we disclose your information to other parties:

- to comply with the law or respond to compulsory legal process (such as a search warrant or other court order);
- to verify or enforce compliance with the policies governing Samsung; and
- to protect the rights, property, or safety of Samsung, or any of our respective affiliates, business partners, or customers.

• **Other Parties in Connection with Corporate Transactions.** We may disclose your information to a third party as part of a merger or transfer, acquisition or sale, or in the event of a bankruptcy.

## **KEEPING YOUR INFORMATION SECURE**

We take protection of your data seriously, and have put in place appropriate physical and technical measures to safeguard the information we collect in connection with the Services. However, please note that although we take reasonable steps to protect your information, no website, Internet transmission, computer system or wireless connection is completely secure.

## **INTERNATIONAL TRANSFER OF DATA**

When you apply for a job with us, this will involve the transfer, storage and processing of your personal information to other countries; such countries include, without limitation, countries in the European Economic Area, the United Kingdom and South Korea. These countries are recognized as offering an adequate level of protection under applicable data protection legislation. For information on the adequate level of protection to each country, please refer to the adequacy decisions available here: [Data protection adequacy decisions](#).

## **YOUR RIGHTS**

You have the right to request details about the information we collect about you and to request us to correct inaccuracies in that information, to object to or request the restriction of processing, to request access to, the erasure or portability of your information. If you would like to make a request to exercise your rights, contact us by visiting our [Privacy Support page](#).

If you request deletion of personal information, you acknowledge that you will not be able to proceed with your application and that residual personal information may continue to reside in Samsung's records and archives for some time, in compliance with applicable law, but Samsung will not use that information for HR or commercial purposes. You understand that, despite your request for deletion, Samsung reserves the right to keep your personal information, or a relevant part of it, in line with the below section on "Data Retention" and applicable laws. Samsung may suspend, limit, or terminate your access to the website for violating the Samsung Terms of Use, when necessary to protect the rights, property, or safety of Samsung, or any of our respective affiliates, business partners, employees or customers.

## **DATA RETENTION**

We will not keep your personal data for longer than is necessary for the purpose it was collected. This means that data will be destroyed or erased from our systems when it is no longer required. We take appropriate steps to ensure that information we process and retain about you based on the following logic:

1. If you are an applicant and are not selected for an interview, your personal data will be deleted after 4 weeks you received a rejection e-mail;
2. If you are a candidate and taking part of our interview process and you are unsuccessful, your personal data will be deleted 4 weeks after you received your interview feedback;
3. If you provide consent to be registered in our talent pool, we will store your personal data for 12 months, after which it will be deleted;

When you successfully completed the selection process and are hired by us, your personal data will be stored within our employee file.

## **CONTACT US**

If you have any specific questions, if you would like to exercise your right to access, rectification, deletion/erasure, object, restrict processing or portability, please contact us via our [Privacy Support page](#) or at:

European Data Protection Officer  
Samsung Electronics (UK) Limited  
Samsung House, 1000 Hillswood Drive, Chertsey, Surrey KT160PS

You may lodge a complaint with the relevant supervisory authority if you consider that our processing of your personal data infringes applicable law. Contact details for all EU Supervisory Authorities can be found [here](#).