



Ideal Standard

Applicants Privacy Policy

This Applicants Privacy Policy governs the processing of your personal data as part of your application for a job at a company of the Ideal Standard Group via any websites of Ideal Standard or Ideal Standard's designated websites (hereinafter: the "Websites") or in any other way (including spontaneous application), and your subsequent communications with us via e-mail, telephone, fax and social media channels (such as LinkedIn) in relation to any job offers.

This Applicants Privacy Policy only and specifically relates to the specific processing of personal data of applicants applying for a job at Ideal Standard. For our general policy in relation to the use of our Websites and our communication with you in any other capacity than as a job applicant, please see the respective Privacy Policy/Cookie Policy of the Websites.

By submitting your application via any of the Websites or directly to any Ideal Standard company, you acknowledge that you have read this Applicants Privacy Policy carefully and that you agree with it without reservation.

1. IN GENERAL

1.1 If you apply for a vacancy which is posted on any of the Websites or in any other place, or if you send a spontaneous application directly to a specific company of the Ideal Standard Group, then the data controller of the processing of your personal data is the company of the Ideal Standard Group to which the vacancy relates or to which you sent your application.

If you apply spontaneously, then the initial data controller of the processing of your personal data is the respective recipient entity or the entity which operates the respective Website. If such entity subsequently shares your personal data with other company(ies) of the Ideal Standard Group in view of possible employment at that company, then that company will be a data controller of its processing of your personal data.

1.2 Any reference in this Applicants Privacy Policy to certain laws or regulations also includes any change, replacement or annulment of these laws or regulations, including any related executive decisions.

1.3 We reserve the right to from time to time modify this Applicants Privacy Policy at our own discretion. Such modification may be communicated via the Websites or email. If you do not object to such modification by e-mail within three business days after the modifications have been announced, you will be deemed to have accepted all modifications.

2. TYPES OF PERSONAL DATA WE PROCESS

2.1 When you apply for a job with Ideal Standard, we collect the following personal data about you:

- Your contact details and basic identity information that you provide us with, such as your photo, name, postal address, e-mail address, phone number, date and place of birth, nationality, etc.;
- Resume-related information, such as former and current employer, work experience, education, skills, references, etc.;
- Information about your current level of remuneration, including benefit entitlements;
- Results of any assessments and/or occupational testing;

- Information we gather during interviews and phone or skype screenings (or any other means of telecommunications that we use for interview purposes);
- Information about your entitlement to work in the EU or in the country where you applied;
- Any other personal data you choose to provide us as part of your application;
- Publicly available information of your profile on social media channels (such as LinkedIn);

2.2 In principle we obtain the personal data mentioned above directly from you. However, if you choose to apply via an external recruitment company, we receive your personal data via the external recruitment company. It is that company's responsibility to relay the information contained in this Applicants Privacy Policy to you. We advise that you consult the privacy policy of your external recruitment company to ascertain which personal data it processes about you, what the conditions for that processing are and how you can exercise your rights vis-à-vis that company. We will not send any of the personal data you provide via the Websites or in any other way to external recruitment companies unless you explicitly consent to it.

2.3 Notwithstanding article 2.2 hereabove, we may also collect personal data about you from former employers when we ask for references.

2.4 If we offer you a position, our internal recruitment department may also add personal data pertaining to your application to your profile.

2.5 Our application process is not meant to involve the processing of personal data that can be construed as sensitive data. Sensitive data are personal data that pertain to your race or ethnicity, political affiliations, religious convictions, membership of a trade union, your health or sex life or criminal history. If such information becomes relevant as part of the application process, for instance in the context of equal opportunities monitoring or to assess your physical ability to perform your job, you will be specifically asked for it and be given the opportunity to consent to the processing of these sensitive data separately.

If you nevertheless choose to upload or otherwise provide sensitive data about yourself, your uploading or provision of these will constitute your freely given, specific, informed, explicit and unambiguous written consent to our processing of these data in line with this Applicants Privacy Policy.

3. PURPOSES FOR WHICH WE USE YOUR PERSONAL DATA AND LEGAL GROUNDS ON WHICH THIS IS BASED

Purpose	Legal ground
3.1 We process your personal data to allow you to apply for employment with us and to allow us to process, assess and decide on your application.	We process your personal data for this particular purpose because that processing is necessary in order to take steps at your request prior to entering into a contract.
We also process your personal data in order for you to receive relevant and personalized information regarding future opportunities for employment with Ideal Standard.	The processing of your personal data for this purpose is based on your consent.

3.4 We process your personal data in order for us to be able to defend ourselves in case of a dispute regarding your application (such as related to our refusal of your application).	The processing of your personal data for this purpose is necessary for the protection of our legitimate of being able to defend ourselves in case of a dispute.
3.6 If an application process for a particular position with us leads to a successful outcome, the personal data you provided will be used for human resources purposes during your employment with us.	The processing of your personal data for this purpose is necessary for the protection of our legitimate interest to save time and resources in order to run a more efficient business by re-using already available information where permitted.
3.8 We process your personal data to perform statistical analysis to improve our application and recruitment process and our service offering in general. Such processing will take place in a pseudonymized manner where possible.	The processing of your personal data for this purpose is necessary for the protection of our legitimate interest to continuously improve our Websites, social media channels, products and services to ensure that you have the best experience possible.
We process your personal data to comply with our legal obligations or to comply with any reasonable request from law enforcement agents or representatives, judicial authorities, governmental agencies or bodies, including data protection authorities.	The processing of your personal data for this purpose is necessary to allow us to comply with our legal obligations.
We process your personal data for informing any third party and its advisors in the context of a possible merger with, acquisition by/of, demerger by, or other share or asset purchase deal with that third party, also if that third party is located outside the European Union.	The processing of your personal data for this purpose is necessary for the protection of our legitimate interest of being able to explore or conduct normal corporate or M&A transactions.
We also process your personal data for the preservation of our legitimate interests or those of our affiliates, partners or a third party if your application-related use of the Websites or your application in general can be considered: (a) a violation of any applicable terms of use of the Websites or the intellectual property rights or any other right of a third party, (b) a danger or threat	The processing of your personal data for this purpose is necessary for the protection of our legitimate interest to keep our Websites, social media channels, products and services safe from misuse and illegal activity.

<p>to the security or integrity of our Websites, social media channels or other communication channels or any of our or our affiliates' subcontractors' underlying IT systems due to viruses, Trojan horses, spyware, malware or any other form of malicious code, or (d) in any way hateful, obscene, discriminating, racist, slanderous, spiteful, hurtful or in some other way inappropriate or illegal.</p>	
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4. TO WHOM WE SEND YOUR DATA

- 4.1 We rely on third-party processors to provide you our Websites and social media channels, including the job application parts thereof, and to process your personal data on our behalf. These third-party processors are only allowed to process your personal data on our behalf and upon our explicit written instruction.
- 4.2 We share your personal data with other entities within the Ideal Standard Group. We will ensure that all companies of the Group will take due care that all processing of your personal data is in line with what is set out in this Applicants Privacy Policy.
- 4.3 Your personal data may be shared upon our own initiative with the police or the judicial authorities as evidence or if there are justified suspicions of an unlawful act or crime committed by you in the context of your application.

5. LOCATION AND TRANSFER

- 5.1 We process your personal data first and foremost within the European Economic Area (EEA). However, in order to process your personal data for the purposes outlined in Article 3 of this Applicants Privacy Policy, we may also transfer your personal data to other companies of the Ideal Standard Group or to third parties who process on our behalf outside the EEA. Should such transfer take place, Ideal Standard will ensure that there are safeguards in place to ensure the safety and integrity of your data as well as all rights with respect to your personal data you might enjoy under applicable mandatory law.
- 5.2 Each company of the Ideal Standard Group or third party outside the EEA that processes your personal data will be bound to observe adequate safeguards in order to ensure the safety and integrity of your data. Such safeguards will be the consequence of:
 - The country of the recipient having legislation in place which is considered equivalent to the protection offered within the EEA; or
 - A contractual arrangement between us and that entity.

6. QUALITY ASSURANCES

- 6.1 Your personal data are only processed for as long as needed to achieve the purposes listed under Article 3 above or, regarding the purpose based on your consent up until such time where you

withdraw your consent for processing them. We will de-identify your personal data when they are no longer necessary for the purposes outlined in Article 3 above, unless there is:

- An overriding interest of Ideal Standard or any other third party in keeping our personal data identifiable;
- A legal or regulatory obligation or a judicial or administrative order that prevents us from de-identifying them.

6.2 You understand that an essential aspect of assessing your application for employment with Ideal Standard or sending you relevant and personalized information regarding future opportunities for employment with Ideal Standard involves assessments of your professional and relevant personal characteristics. This means that we build and use a profile of you based on these characteristics. Please note, however, that these assessments are never fully automated and require human intervention.

6.3 We will take appropriate technical and organizational measures to keep your personal data safe from unauthorized access or theft as well as accidental loss, tampering or destruction. Access by our personnel or our third-party processors will only occur on a need-to-know basis and will be subject to confidentiality obligations. You acknowledge, however, that safety and security are best-efforts obligations which can never be guaranteed.

7. YOUR RIGHTS

7.1 You have the right to request access to all personal data pertaining to you that we process. We reserve the right to charge an administrative fee for multiple subsequent requests for access that are clearly submitted for the purpose of causing nuisance or harm to us. Each request has to specify for which processing activity you wish to exercise your right of access and which data categories you wish to gain access to.

7.2 You have the right to request that any personal data pertaining to you that are inaccurate, be corrected free of charge. If you submit a request for correction, such request has to be accompanied by proof of the flawed nature of the data for which correction is asked.

7.3 You have the right to withdraw your earlier given consent for the processing of your personal data.

7.4 You have the right to request that personal data pertaining to you be deleted if these data are no longer required in the light of the purposes outlined in Article 3 above or if you withdraw your consent for processing the data. However, we will evaluate a request for deletion against:

- Overriding interests of Ideal Standard or any other third party;
- Any legal or regulatory obligations or administrative or judicial orders which may contradict such deletion.

Instead of deletion you can also ask that we limit the processing of your personal data if (a) you contest the accuracy of the data, (b) the processing is illegitimate, or (c) the data are no longer needed for the purposes mentioned in Article 3.

7.5 You have the right to oppose the processing of personal data, unless we demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

- 7.6 You have the right to receive from us in a structured, commonly used and machine-readable format all personal data you have provided to us.
- 7.7 If you wish to submit a request to exercise one or more of the rights mentioned above, you can send a letter or e-mail to the Ideal Standard company to which the vacancy relates or to which you sent your application. In any case, you can also send an e-mail the Ideal Standard's general privacy e-mail address: compliance@idealstandard.com.

A request to exercise a right will not be construed as consent with the processing of your personal data beyond what is required for handling your request. Any request has to clearly state which right you wish to exercise and the reasons for it if such is required. It should also be dated and signed, and accompanied by a digitally scanned copy of your valid identity card proving your identity. If you use the contact form on the Websites, we may ask you for your signed confirmation and proof of identity.

We will promptly inform you of having received this request. If the request proves valid, we will honour it as soon as reasonably possible and at the latest thirty (30) days after having received the request.

If you have any complaint regarding our processing of your personal data, please feel free to contact Ideal Standard via the Ideal Standard Group's general privacy e-mail address mentioned above. You also have the right to file a complaint with the competent data protection authority.