

# **DANAHER CORPORATION**

## **APPLICANT DATA PRIVACY NOTICE**

*Effective May 8, 2018*

Danaher Corporation and its direct and indirect subsidiaries (“**Danaher**”) is a data controller, as we are responsible for deciding how we hold and use personal data about you. Danaher respects the privacy of all applicants and is committed to protecting the information you share in accordance with applicable privacy laws. Danaher handles the personal data you submit when applying for job opportunities (whether as an associate, worker or contractor) for recruitment purposes. Please read this Privacy Notice carefully before clicking “I accept” at the end of this screen.

### **I. INFORMATION YOU PROVIDE**

This Privacy Notice applies to any personal data you submit in order to apply or search for a position at Danaher, which may include the following:

- Your name, contact details;
- Log-in and password, for use on our careers site
- Information you included in your CV/Resume or cover letter, such as job history, academic background, skills and competencies, personal interest
- Employee preferences, willingness to relocate
- Current and historic salary details, salary expectations
- Languages and other relevant skills
- Awards and professional memberships
- Professional and other work-related licenses, permits, certifications
- Eligibility to work in country where job applied for is located
- Available start date

We do not require, but you may also choose to voluntarily provide additional relevant data as part of your application. Danaher prefers to only collect special categories of more sensitive data where it is legally required or for compliance with diversity and anti-discrimination policies. Danaher requires that written consent is obtained for the collection, storage and use of applicant’s special categories of sensitive data. Special categories of sensitive data include the following:

- Race or ethnicity, religious beliefs, sexual orientation and political opinions
- Health, including medical condition, and sickness records
- Personality and aptitude tests data
- Information about criminal convictions and offences.

## **II. INFORMATION COLLECTED ABOUT YOU**

We collect personal data about candidates from several sources in order to verify information about their credentials, follow-up on references provided, conduct background investigations. It is Danaher's approach to collect such information from third parties only with your knowledge and agreement. The sources of collection are here:

- You, the candidate
- Recruitment agencies
- Background check providers

## **III. HOW WE WILL USE INFORMATION ABOUT YOU**

The application data you submit on our careers site will be stored in the United States, and in the applicable jurisdiction(s) if the position is at a location outside of the United States. The application data will be collected, used, transferred, and disclosed to Danaher and its consultants to do the following:

- Process your application
- Assess your skills, qualifications, and suitability for the role
- Carry out background and reference checks, where applicable
- Communicate with you about the recruitment process
- Keep records related to our hiring process
- Provide any service available you on our careers site
- Comply with legal or regulatory requirements

The legal basis that Danaher applies in the EU for the collection and use of your applicant personal data is legitimate interest. Danaher must make a decision to appoint a candidate to the vacant role. Also, we will need to process your personal data to decide to make you an offer and enter into an employment agreement with you. In completing the application process, you will have a profile that will allow you to self-manage your preferences, and later decide to opt-out of our continued storage and use (as described above) of your application.

Information about you will be added to Danaher's applicant database and will be used for the purpose of considering whether your profile meets the requirements of the vacant role at Danaher. If we choose to make you an offer, personal information you submit will be incorporated into Danaher's HR Information System and will be used to manage the new hire process. If you become a Danaher associate, your personal data will be managed in accordance with the Danaher Associate Privacy Notice.

## **IV. DISCLOSURES OF PERSONAL DATA AND INTERNATIONAL TRANSFERS**

Personal data about you will be shared internally for the purposes of filling the vacant role. This may include sharing with Danaher associate and agents that have a business need to know; such as:

recruiters, human resource personnel, interviewers, and managers or their designees, technical service personnel if access to the data is necessary for the performance of their roles.

Personal data about you will be shared with third-parties acting on our behalf, such third-parties assisting Danaher with the operation of our careers site. Third-parties include Taleo, DDI, and recruitment agencies. All third-party service providers are required to take appropriate security measures to protect your personal data in alignment with our contractual obligations and the law. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

Some such third-party service providers may be located in territories outside of the EU that do not provide a level of protection to Personal Data equivalent to that provided by your home country. Danaher will (i) exercise appropriate due diligence in the selection of such third-party service providers, and (ii) require appropriate contractual measures, that such third-party service providers maintain adequate technical and organizational security measures in compliance with applicable legal requirements, in order to safeguard the applicant personal data, and process it as instructed by Danaher and for no other purposes.

To provide adequate protection for the transfers out of the EU, Danaher utilizes transfer mechanisms recognized by your home country, which may include executing appropriate contractual clauses based on and conforming to the EU model clauses.

## **V. DATA SECURITY**

We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used, or accessed in an unauthorized way, altered or disclosed. In addition, we limit access to your personal data to associates, agents, contractors and other third parties who have a business need to know. They will only process your personal data on our instruction and they are subject to duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a breach where are legally required to do so.

## **VI. HOW LONG WILL WE USE YOUR DATA**

We will retain your personal data for no longer than is necessary to fulfill the purpose of filling the vacant role and for other potential opportunities that may be a fit as long as you have a live profile, but no longer than 10 years subject to local requirements. We also retain your personal data for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal data in accordance with applicable laws and regulations.

In completing the application process, you will have a profile that will allow you to self-manage your preferences, and later decide to opt-out of our continued storage and use (as described above) of your application.

## **VII. ACCESS AND CORRECTION**

If you choose to register on the site, you may access, review, and change some of the personal data collected about you and stored on Our careers site by logging in and updating your account information. The updated profile will be used as the default the next time you apply for job using your account online. To change personal data that you already have submitted for consideration for a specific position, please resubmit your application to update personal data about you that is associated with the job application. We encourage you to promptly update your personal data if it changes or is inaccurate. Upon request, we will deviate or remove your personal data from our active database, although some information may be retained as permitted by law.

If you have any questions or concerns about how we otherwise process personal data please contact [danaher@privacy.com](mailto:danaher@privacy.com). You may access, modify or object to the use of personal data as permitted by law. Please contact us at [danaher@privacy.com](mailto:danaher@privacy.com) with any such requests. Please note that certain personal data may be exempt from such access, correction, or objection rights pursuant to data protection laws.

Submitting your application is voluntary. However, if you decline to submit requested applicant data our ability to consider you as a candidate may be limited. By submitting your application data, you declare that you have read, understood and accepted this Applicant Privacy Notice.