

April, 2018

## **PRIVACY NOTICE FOR RECRUITMENT**

### **AMER SPORTS CORPORATION**

#### **1. Your information and privacy**

Amer Sports Corporation and its affiliates/group companies (“**AMER SPORTS**”, “**we**”, “**our**” or “**us**”) are committed to protecting your privacy and complying with applicable data protection and privacy laws. This Privacy Notice (“**Notice**”) applies to recruitment situations within Amer Sports and to all job applicants and employee candidates not yet employed (collectively referred to as “**you**” or “**your**”). The AMER Sports group company with which you are or have been or are seeking to become employed with collects and processes personal data about you within the scope of your employment or possible future employment.

AMER SPORTS is a global sporting goods corporation with internationally recognized brands and affiliates. You acknowledge and agree that your personal data collected may be used in accordance with this Notice by and for one or more AMER SPORTS companies, which will be regarded, individually or jointly, as data controllers in respect of such data. Some of the systems of the AMER SPORTS used for recruitment purposes outsourced to and maintained by third party service providers, wherefore also some of your personal data may be transferred to the locations of these service providers as well as within the AMER SPORTS.

#### **2. The Controller of your personal data and contact details**

The controllers responsible for the purposes of the applicable data protection and privacy laws are, as applicable:

- (1) Amer Sports Corporation (Parent company)

Business-ID: 0131505-5

Konepajankuja 6, 00510 Helsinki, Finland

AND/OR

- (2) The respective AMER SPORTS company where you are seeking to become employed with or the AMER SPORTS company to which your personal data is transferred in accordance with applicable data protection and privacy laws and the section below entitled “**Transfers and disclosures of your personal data**”.

If you have questions about which AMER SPORTS company is also a data controller in respect of your personal data, please contact your local HR.

#### **3. Purposes of the processing of your Personal Data**

Your personal data processed in accordance with this Notice will solely be processed in relation to recruitment processes of AMER SPORTS. If a job applicant or candidate is hired by AMER SPORTS,

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the personal data of said person will be processed in accordance with a separate employee privacy notice of AMER SPORTS.

AMER SPORT may process your personal data for various recruitment purposes, including application documentation, interview evaluations, offer letters and recruitment reports. Personal data processed for these purposes may include:

- Contact information (such as name, address, e-mail address and telephone number)
- Social security number
- Education degree and establishment
- Curriculum vitae
- Date/place of birth
- Nationality
- Suggested job role and grade
- Salary package and benefits
- Channel/agent
- Competency assessments
- Overall evaluation rankings/recommendations
- Interview status and feedback
- Current & previous employers
- LinkedIn (if candidate provides link)
- Photo (if candidate provides one)
- Hiring status
- Vacation days

Personal Data processed for these purposes are processed on the basis of AMER SPORT's legitimate interest of recruitment administration, assessments, interview management and maintaining recruitment tracker and dashboard.

Personal data processed for recruitment purposes on candidates who are not hired will be retained for the time period required for the completion of the recruitment and, in addition, a time after the end of the recruitment process, as set forth in applicable regulation. **Sources of personal data collected**

We mainly collect your personal data directly from you. This means for example situations data gained from your application documentation (such as your cover letter and CV), where you provide data to our HR team or recruiters, or when you otherwise contact your local HR team or recruiters concerning the position you are interested in (e.g. via phone or via email).

We may obtain information about you from other organizations and government authorities. For instance, we may gather references from your previous employer(s) or from your LinkedIn profile, where you have provided us with such information.

In some occasions, we may also receive information about you from other AMER SPORTS companies. These situations may be where you have been formerly working for or in another AMER SPORTS company.

#### **4. Transfers and disclosures of your personal data**

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AMER SPORTS may from time to time disclose the job applicants' or candidates' personal data processed for recruitment purposes within AMER SPORTS group companies as well as to third parties, who perform work for us. Disclosures or transfers of your personal data within the AMER SPORTS group may be performed, for example, due to recruitment processes being centralized to a specific AMER SPORTS company and applications need to be processed in such AMER SPORTS company. In addition, AMER SPORTS uses third party service providers e.g. in relation to the IT platforms and systems it uses for recruitment purposes.

Some of the AMER SPORTS group companies as well as the third party service providers used by AMER SPORTS may be located in countries outside the EEA, including countries where the level of data security has not been deemed sufficient by the European Commission (such as the United States of America). In case of any such disclosures or transfers, AMER SPORTS ensures that the security and confidentiality of your personal data is guaranteed by implementing sufficient legal or other safeguards for the transfers. These safeguards may, *inter alia*, include the use of the European Commission's Standard Contractual Clauses ("SCC") or other equivalent measure.

All disclosures or transfers of your personal data are done only where and to the extent necessary, and always on need-to-know –basis.

## **5. Data security**

AMER SPORTS uses a variety of technical and organizational security measures to secure your personal data in accordance with applicable laws, and is committed to protecting the security of your personal data you share with AMER SPORTS.

Such security measures include, where appropriate, the use of firewalls, secure server facilities, encryption, implementing proper access rights management systems and processes, careful selection of processors, sufficient training of AMER SPORTS' personnel involved in the processing as well as other necessary measures.

## **6. Your rights**

AMER SPORTS will take steps in accordance with applicable data privacy and protection laws to keep your personal data accurate, complete and up-to-date. If you identify that any personal data related to you is inadequate, incomplete or incorrect, you are entitled to have the personal data corrected. Moreover, if so provided under applicable data privacy and protection laws you also have the right to request a copy or access to the personal data that we process about you.

As of 25<sup>th</sup> May 2018, you are also if so provided under applicable data privacy and protection laws entitled to:

- (i) request confirmation whether or not personal data is processed and if that is the case access to your personal data and additional information such as the purposes of the processing. You are also entitled to receive a copy of the personal data undergoing

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processing. If the request is made by electronic means the information will be provided in a commonly used electronic format if you do not request otherwise;

- (ii) Where your personal data is processed because of a legitimate interest that is pursued by us or by a third party, you may object to such processing. In which case, we shall not process this personal data unless we can demonstrate compelling legitimate grounds to resume processing (and those grounds override your interests, rights and freedoms), or we need to process the data for the establishment, exercise or defense of legal claims;
- (iii) You have the right to request that we erase your personal data where, for instance, the personal data is no longer necessary for the purposes it was originally collected, our processing of your personal data is based solely upon your consent, and you withdraw your consent or we are relying on the legal basis of legitimate interests to process your personal data;
- (iv) You can restrict our processing of your personal data for example in situations where we no longer need the personal data for the purposes it was originally collected, but you require the data for the establishment, exercise or defense of legal claims or where the processing is unlawful, and instead of asking us to delete the personal data you request that we restrict our use of it;
- (v) receive a machine-readable copy of the personal data processed on the basis of your consent or on the basis that the processing is necessary in order to perform your employment contract, and which personal data have been provided to AMER SPORTS by you (data portability).

You may make use of your above mentioned rights by contacting AMER SPORTS. Please be advised that we may need to request additional information from you in order to e.g. verify that you are the person you claim to be.

You also have the right to lodge complaints pertaining to the processing of your personal data to the competent data protection authority if so provided under applicable data privacy and protection laws. Contact details of all data protection authorities of the EU member states can be found on the European Commission's website.