

Garmin Cluj SRL
Calea Dorobantilor, nr. 33-35-37
400117 ClujNapoca
T +40 (0) 264 406 573
F +40 (0) 264 406 561
www.garmin.com

Candidates Privacy Policy

Pursuant to Law no. 677/2001 on the protection of individuals with regard to the processing of personal data and the free movement of such data ("**Data Protection Law**"), **Garmin Cluj S.R.L.**, a company incorporated and operating in accordance with Romanian law, having its registered office in 33-35-37 Calea Dorobantilor Street, Cluj-Napoca, Cluj County, registered with the Trade Register Office of Cluj under no. J12/2398/2006, having single registration no. RO 18850101 ("**Garmin**" or "**the Company**"), intends to manage, collect, process, use and transfer ("**Process**" or "**Processing**") your personal data in accordance with (i) the Labor Code, (ii) Law no. 319/2006 on safety and health at work, and (iii) the Tax Code, taking into account the legitimate interest in the management of employment relations.

This Information Note concerning the processing of personal data is to inform you, as candidate, about the processing of your personal data and/or your sensitive data in accordance with the terms and conditions below and the Data Protection Law:

1. PROCESSING

Garmin intends to:

(i) Process your personal data consisting of:

- Candidates: surname and given names; date of birth; native country; nationality; sex; telephone/fax number; (domicile/residence) address; email; work history; studies; qualifications, skills and work experience, including CV data and interview details, and psychometric profiling assessments.

(ii) Process your sensitive data consisting of:

- Candidates: data on health status; data on criminal record (if requested in the recruitment process) (hereinafter referred to as "**Sensitive Personal Data**").

Your Personal Data/Sensitive Personal Data will be used for the following activities "**Purposes**":

- Candidates

We use personal data of candidates for the following purposes:

- Evaluating whether you are qualified and a good fit for the position you are seeking
- Background checks to and verification of references and qualifications for potential new hires, to the extent permissible under applicable law

Legal Grounds for Processing

The legal grounds for processing personal data of employees are legitimate interests, which include recruiting and training qualified employees, assessing the performance of employees, making decisions regarding the employees' compensation and benefits, protecting the security of Garmin's information and facilities, the safety of Garmin's employees, and complying with legal obligations.

The legal grounds for processing personal data of jobseekers are legitimate interests, which include evaluating whether the jobseeker is qualified for the position and verifying the jobseeker's experience and work history.

2. TRANSFER

Garmin will take all necessary technical and organizational actions to protect the processing of the transferred Personal Data/Sensitive Personal Data against accidental or unlawful destruction, loss, alteration, disclosure or unauthorized access, and any other form of illegal processing.

Garmin will transfer Your Personal Data and/or Your Sensitive Data to the following (i) EU Member States and/or (ii) other States that are not members of the European Union but which, according to the European Commission, provide an adequate level of protection, but also (iii) third countries under the Data Transfer Contract containing Standard Contractual Clauses approved by Directive 95/46/EC, as follows:

- **UK**
- **Switzerland**
- **USA**

We would like to point out that not all of the personal data referred to in Section 1 above will be transferred to the USA, only the data expressly specified in the Data Transfer Contract containing the Standard Contractual Clauses concluded at the Garmin Group level, i.e.:

- (i) Personal data consisting of:

- Candidates: Only the personal data that is necessary to accomplish these purposes (recruitment and selection) will be transferred: surname and given names; date of birth; native country; nationality; sex, telephone/fax number; (domicile/residence) address; email; work history; studies; qualifications, skills and work experience, including CV data and interview details.

Garmin will take all necessary technical and organizational actions to protect the processing of the transferred Personal Data/Sensitive Personal Data against accidental or unlawful destruction, loss, alteration, disclosure or unauthorized access, and any other form of illegal processing.

3. RECIPIENTS

Personal Data/Sensitive Personal Data may be accessed by (i) you; (ii) the operator's representative; (iii) the operator's contractual partners; (iv) other companies of the same group as the operator; (v) central/local public authorities; and (vi) the employer/potential employer of the person concerned.

4. DURATION

Garmin will Process your Personal Data/Sensitive Personal Data for the following periods of time:

- candidates - during the recruitment period, and 3 years thereafter. In the event that a candidate is unsuccessful but Garmin feel that the candidate has the potential to be suitable for a future opportunity with the company, we will retain the candidate's personal data for a maximum of three following consent from the candidate. In the event that a candidate rejects an offer of employment with the company, the company will retain the candidate personal data for a maximum of three years following consent from the candidate. In case that the candidate becomes a Garmin employee the candidate personal data may be included with the employee personal data.

5. RIGHTS

Pursuant to the Data Protection Law, you are hereby informed that you have the following rights in relation to the Processing of Your Personal Data and/or Your Sensitive Personal Data:

- (i) the right to be informed about the Processing of Your Personal Data and/or Your Sensitive Personal Data;
- (ii) the right to access Your Personal Data and/or Your Sensitive Personal Data;
- (iii) the right to intervene on Your Personal Data and/or Your Sensitive Personal Data, including the right to rectify, update, block or delete Your Personal Data/Your Sensitive Personal Data;

- (iv) the right to oppose to the Processing of Your Personal Data and/or Your Sensitive Personal Data;
- (v) the right not to be subject to an individual decision under an Automatic Processing;
- (vi) the right to initiate legal proceedings if your rights under the Data Protection Law are infringed.

If you wish to exercise these rights, you may send a written request to:

Garmin Cluj S.R.L.

Attn. Matei Anamaria Ioana

Calea Dorobantilor nr. 333537, Cluj-Napoca, judetul Cluj, Romania.

I, the undersigned _____, hereby declare that I have been informed about the Processing of my Personal Data/Sensitive Personal Data.

Place/Date

Signature