



## **APPLE PRIVACY**

### **Contingent Workforce Candidate Privacy Policy and Consent**

At Apple, we believe privacy is a fundamental human right. We are providing you with the following information regarding how Apple collects, processes, transfers, and stores your Personal Data.

#### **Collection, Processing, Transfer and Use of Personal Data**

Personal Data may be controlled by Apple Inc. or processed by Apple Inc. on behalf of its affiliates, which may be located anywhere in the world, where such an affiliate is the responsible data controller.

The following describes how Apple Inc. at One Apple Park Way, Cupertino, CA 95014 USA or as appropriate a local affiliate (“Apple”) as data controller collects, processes, transfers and uses the personal data you submit through this website or your employer provides to us (“Personal Data”) for purposes of processing your online application as further described below. Personal Data means any data that relates to an identified or identifiable individual or that is linked or linkable to them by Apple, and that is recorded in any form, including but not limited to legal name, email address, physical address, education and employment history.

#### **Purposes of Processing your Personal Data**

Any Personal Data you provide to Apple as part of the online application process (i) will be used to process your application for the specific position you have applied for, (ii) will be used to process your application for other open positions within Apple and the Apple entities and subsidiaries around the world which may be suitable to you, and (iii) will be retained for consideration for other similar positions available within Apple and the Apple entities and subsidiaries around the world.

If you are successful, any Personal Data you provide to Apple (i) will be used to process the details of your engagement, (ii) will be used to onboard you in Apple systems, and (iii) will be retained in accordance with applicable legal requirements.

As a publicly traded company, Apple is required to comply with the United States Securities & Exchange Commission’s auditor independence rules. If you have previously worked for, or have had an affiliation with any entity associated with our external financial auditor, Apple may be required to conduct an independence check which

includes verifying the employment history data you have provided as part of your application, with this independent auditor.

Additionally, certain demographic data may be collected on a voluntary basis as part of Apple's legal obligations, and/or to further assist with Apple's efforts related to the planning, implementation and measurement of Apple's inclusion and diversity efforts and programs. Your responses will be kept confidential and will only be further shared to the extent there is a lawful basis for doing so and/or in order to comply with governmental requirements. Your candidacy will not be impacted in any way by your answers or your decision not to respond.

We will retain your Personal Data only as long as is necessary to meet the purposes for which such information was collected, and for the periods specified by applicable laws, which vary by country. These purposes may include but are not limited to application related inquiries, maintain business records for analysis, market trends and/or audit purposes or to deal with any legal matters. If you are located in California, you can view our California specific disclosures [here](#).

### **Transfer of Personal Data**

Apple is a global business and we recruit internationally. By submitting your Personal Data online or having your employer provide it to us you acknowledge that your information may be transferred to Apple Inc. in the United States and may be shared with other Apple-affiliated companies around the world to contact you about job openings. Such entities may be located in countries/regions that do not provide a level of data protection comparable to the level in your home country/region. Apple complies with laws on the transfer of Personal Data between countries to help ensure your data is protected, wherever it may be. Apple entities subscribe to the appropriate legal instruments for the international transfer of data to the United States or outside the jurisdiction in which your data was collected, or will be bound by appropriate contractual arrangements (such as Standard Contract Clauses, as approved by the European Commission) or other prescribed legal basis to protect your Personal Data. Apple's international transfer of Personal Data collected in participating Asia-Pacific Economic Cooperation (APEC) countries abides by the APEC Cross-Border Privacy Rules (CBPR) System and Privacy Recognition for Processors (PRP) System for any such transfers.

Personal Data relating to individuals in China mainland may be processed by Apple in countries outside of China mainland. Where this is done it will be done in compliance with local laws, including the Personal Information Protection Law. In furtherance of the purpose of collection, Apple may also transfer such Personal Data to third-parties as outlined in this Policy, who may in turn store or transfer the data outside of China mainland.

### **Security for your Personal Data**

We have in place security measures to protect your Personal Data from loss, misuse and unauthorized access, disclosure, alteration and destruction. The security measures are implemented and maintained in accordance with legal, organizational and technological developments.

### **Use of Third-Party Service Providers**

Apple may use third-party service providers with whom Apple contracts as part of its normal business operations to carry out certain human resources-related functions or IT functions (e.g., hosting services). Apple will (i) diligently choose such third-party service providers, and (ii) ensure that such third-party service providers adopt adequate technical and organizational security measures to safeguard your Personal Data and that such third-party service providers only use your Personal Data as instructed by Apple and for no other purposes.

### **Correctness of Personal Data**

By consenting to this Contingent Workforce Candidate Privacy Policy and Consent, you confirm that all information you provide is complete and accurate. Apple expressly reserves the right to suspend, modify access to or remove your profile within Apple's systems if your profile violates any applicable Apple policy, is deemed offensive, violent and/or for any other reason as determined by Apple, in its sole discretion.

### **Your Privacy Rights and Additional Information**

Apple has appointed a Data Protection Officer, with appropriate support resources, in all regions where there is such a legal requirement. You may contact the Data Protection Officer for your region at [dpo@apple.com](mailto:dpo@apple.com) with any questions or concerns that you have around Personal Data or this Candidate Privacy Policy and Consent. You may rectify or update at any time your Personal Data by accessing your profile on <https://applemarcom.willhire.co>. In order to access, correct or delete your Personal Data, please send an email to [flexpay@apple.com](mailto:flexpay@apple.com) or call 1-800-275-2273. Apple will ask you for information that we consider necessary to verify your identity for security and to prevent fraud. This information may include name, contact information, and information related to your relationship with Apple, but the specific information requested may differ depending on the circumstances of your request. Apple does not discriminate or retaliate in response to privacy rights requests. Depending on the jurisdiction, Apple may be required to retain some candidate data for compliance purposes. Due to the U.S. Office of Federal Contract Compliance Programs (OFCCP) regulations we are required to retain U.S. candidate data for 3 years. If applicable, you also may request the restriction or anonymization of the processing of your Personal Data, as well as object to the processing of your Personal Data if you believe you have legitimate reasons to do so, or withdraw your consent to the processing of your Personal Data, where provided by applicable law. In such cases, please send an email to [flexpay@apple.com](mailto:flexpay@apple.com).

If you are not satisfied with Apple's response, you may refer your complaint to the applicable regulator. If you ask us, we will endeavor to provide you with information about relevant complaint avenues which may be applicable to your circumstances.

### **Existence of Automated Decision Making**

Apple does not take any decisions involving the use of algorithms or profiling that significantly affect you.