

## APPLICANT PRIVACY NOTICE

Teledyne Technologies Incorporated and its affiliates (“Teledyne”) are committed to protecting the privacy and security of your personal data.

This privacy notice explains what personal data Teledyne will hold about you, how we collect and process it, and how we may share your personal data during the employment application process.

This notice (“Notice”) is issued in accordance with applicable data privacy laws and in particular, the Canada *Personal Information Protection and Electronic Documents Act* (“PIPEDA”), and similar Provincial data protection laws, including the British Columbia *Protection of Personal Information Act*, the Alberta *Protection of Personal Information Act*, and in Québec, the *Act Respecting the Protection of Personal Information in the Private Sector* (together “Canadian Privacy Statutes”). This Notice describes how your personal data is used by Teledyne during the employment application and recruitment process, including if this occurs through the career websites of Teledyne (hereafter named “Career Website”). References in this Notice to “Teledyne”, “we”, “us” or “our” shall mean the Teledyne affiliate to which you are applying and Teledyne Technologies Incorporated, which are the joint controllers of your personal data.

### **1. Personal Data we process**

1.1 We collect information related to the browser or device that you use to access our Career Website.

1.2 If you create an account with us, we further collect and process the following personal data you provide to us:

- your name, username and password;
- your age/date of birth;
- your home address, email address and phone number; and
- your location.

1.3 During the recruitment process, we then collect and process the following personal data you provide to us:

- your name, home address, private email address, private telephone number, including mobile phone number;
- your C.V., including education and competence information, qualifications, professional experience and employment history, and details of any professional designations;
- other information provided by you during the recruitment process, such as references, cover letter, job preferences, personal context in case of relocation, details of your references and related uploaded documents; and
- any other information you voluntarily submit to Teledyne, including during the course of any correspondence or interaction you may have with Teledyne (for example, job history and salaries, signatures, and photographs).

1.4 If you are shortlisted, selected or have been invited to a Teledyne facility for an interview, we will need to collect the following personal information prior to hire:

- birth city, work permission, immigration status and copies of identity documentation, as permitted and required in order to check your right to work;
- your current and past country of citizenship, and current country of permanent residence, certified by you via the Verification of Citizenship Form, as required in order to allow access to the hiring Teledyne facility and Teledyne IT systems and if the job you applied for requires access to export-controlled technology or technical data;
- based on a search of your full name, date of birth, nationality, and/or address (in order to reduce, eliminate or resolve potential mismatches), we will complete a screening to ensure that your name does not appear on a list of prohibited persons issued pursuant to US or Canadian Sanctions Laws, and similar lists pursuant to Sanctions Laws of the UN (collectively “Lists” and “Sanctions Screening”) to which Teledyne is subject; such Sanctions Screening will only occur once we have made the decision to hire you and/or if you visit one of Teledyne’s sites before then. In such circumstances, Teledyne Technologies Incorporated and the Teledyne affiliate to which you are applying will be joint controllers: this means they will jointly determine the purposes for the screening-related processing of your personal data (including the confirmation of whether you appear on a List or not, which is also your personal data). We do not collect these screening results directly from you; instead, we obtain them from third party sources. If your name appears on any List, Teledyne will not be able to hire you. Negative results of the screening will only be shared with dedicated Trade Compliance staff within Teledyne who carry out the Sanctions Screening or who otherwise strictly need to know it to perform their role (e.g. the HR staff member who is dealing with your employment application) and will not be shared with any other Teledyne affiliates;
- Date and timing of checking in and checking out of a Teledyne facility;
- Your visit to any Teledyne facility as a shortlisted applicant will require issuance of a badge with your photograph; and
- If you have been shortlisted, depending on the position you are applying for, you may have to take assessment tests with our external service providers in order to evaluate your technical and/or soft skills (personality and intelligence test), in the course of which we will collect your name, and your answer sheet and test results.

1.5 If you apply internally for another job, we additionally process personal data that includes assessment results, evaluations and development, and career plans.

## **2. Applications via LinkedIn**

2.1 On our Career Website, we may give you the option to apply using your LinkedIn account (“Apply with LinkedIn”). It can be identified by the buttons marked with “Apply with LinkedIn”.

2.2 If you click on the “Apply with LinkedIn” button on our Career Website, you will be referred to the login page for your LinkedIn account on the social media site of LinkedIn Corporation, 2029 Stierlin Court, Mountain View, California 94043, USA (“LinkedIn”). Personal data will be transmitted to LinkedIn and stored by them (in the case of US providers, your personal data will be

stored in the USA). We neither have influence on the collected data and data processing operations conducted by LinkedIn, nor are we aware of the full extent of data collection, the purposes or the retention periods. Information on the purpose and scope of data collection and its processing by LinkedIn, as well as further information on your rights and options for privacy protection, can be found in the LinkedIn privacy policy which is available at <http://www.linkedin.com/legal/privacy-policy>.

2.3 If you apply to us using your LinkedIn account, you give us access to the data on your LinkedIn profile and we will receive the following personal information:

- information you make available in your LinkedIn profile, including your experience, education, skills, and recommendations;
- the email address primarily associated with your LinkedIn account; and
- your phone number, and other contact information associated with your LinkedIn account.

2.4 Before submitting your data, you can edit your LinkedIn profile and select which data you would like to make available to us. We will not receive information about your LinkedIn access data at any time. You may freely opt to use the “Apply with LinkedIn” option. If you do not want to allow us access to the data on your LinkedIn profile, you may send us your application using an account on our Career Website.

### **3. Use of Personal Data**

3.1 Personal data is processed solely for legitimate recruitment purposes and in compliance with applicable laws (including compliance with US and Canadian Export and Sanctions Laws), and it is only disclosed to those who are authorized to use it for these purposes.

3.2 During the employment application and recruitment process, we process your personal data for the following purposes (as already described above):

- to administer, process and evaluate your application;
- to assess your suitability for available roles;
- where applicable, to check your right to work;
- to update you on the progress of the application;
- to notify you of relevant employment opportunities;
- to interact with you upon your request;
- to ensure your safety when visiting Teledyne facilities for interviews (including to locate you in case of incidents);
- to verify whether you are eligible to access US export-controlled technology or technical data (under US ITAR/EAR regulations) if you are a non-US person and the position you applied for requires access to such export-controlled technology or technical data (the job posting will identify if this access is required); and
- to conduct Sanctions Screening to ensure you are not listed as a denied or restricted party on any List – in which case Teledyne will not be able to offer you the position you applied for or consider you for any other position.

#### **4. What is the legal basis for our processing of your Personal Data?**

4.1 We process your personal data for the purposes of recruitment upon receipt of your application, and thus at your request, prior to entering into a potential employment contract based on your consent.

4.2 We further process personal data, based on your consent, when we screen you against any Lists under US and Canadian Sanctions Laws, and when we verify your citizenship when you apply for a job requiring access to US export-controlled technology or technical data to meet our legal obligations under US Export Laws, and when we ask you to log in and log out at a Teledyne facility for safety purposes.

4.3 In relation to Sanctions Screening, our processing of your personal data will be carried out in order to allow Teledyne to comply with its legal obligations, or in order to permit Teledyne to pursue its legitimate interests in ensuring that no Teledyne affiliate breaches applicable laws, suffers reputation damage and/or has sanctions taken against them. We have carefully balanced all these legitimate interests against your rights and freedoms under applicable data protection laws. Those rights and freedoms do not outweigh these legitimate interests.

4.4 We may ask for your consent to conduct pre-employment reference checks to further assess your qualifications and suitability for the role you applied for or potentially for other roles.

#### **5. Who will we share this Data with?**

Teledyne may share your personal data for the abovementioned purposes with the following third parties:

- **Affiliates:** Teledyne is a global enterprise comprised of a group of companies operating internationally. Your personal data will be globally available to Teledyne's human resources talent and recruitment managers, as well as hiring managers, who will be able to access and process your personal data and may download parts of it, e.g. the CV, onto their work stations as part of their recruitment duties. The hiring and talent and recruitment managers may be located at the Teledyne affiliate you applied to, or at any other Teledyne affiliate both inside and outside Canada. The Teledyne affiliates are bound, as required by law, to ensure that personal data is protected consistent with Canadian Privacy Statutes. In relation to Sanctions Screening (as detailed in paragraph 1.4), negative results of screening your name against any Lists will not be shared with any other Teledyne hiring affiliates.

- **Service Providers:** Personal data may also be shared with third party service providers, who will process it for the purposes above. Such third parties include, but are not limited to, recruitment agencies, screening service providers (including OCR Services, Inc, whose database Teledyne uses to conduct the Sanctions Screening detailed at paragraph 1.4 above), external assessment centres, IT service providers, and data hosting providers.

#### **6. Where will we send your Data?**

6.1 When information is transferred to a Teledyne affiliate or other processor outside Canada, data is adequately protected and for such transfers, Teledyne will ensure a comparable level of protection through contractual or other means. If you or a concerned individual has any questions about the appropriate safeguards we have in place to protect your personal data, please reach out to us at any time. Contact information is available in Section 12 of this Notice.

## **7. Protection of Personal Data**

Teledyne is committed to maintaining the security of your personal data, and has comprehensive corporate policies regarding information security. Teledyne will protect your personal data, regardless of whether it is inside or outside Canada and regardless of whether it is processed by Teledyne or by a third party service provider on our behalf. Teledyne Technologies Incorporated and the Teledyne affiliate to which you are applying are joint controllers of personal data processed for the purpose of Sanctions Screening, and are jointly responsible its protection.

## **8. What rights do you have in relation to your Personal Data?**

8.1 According to applicable data protection laws, you are entitled to access your records at any time (until these are deleted in accordance with the retention periods indicated in section 9). You can arrange to do so by a request to Teledyne via one of the contact options provided in section 12 of this Notice.

8.2 You have the right to request rectifying, erasing and transferring this information to other organizations or restricting its processing. You have the right to withdraw your consent at any time subject to applicable legal or contractual restrictions and reasonable notice (in which case Teledyne may not be able to offer you a position that requires access to export-controlled technology or technical data and/or to grant you access to Teledyne facilities during the recruitment process). These rights may be limited in some situations – for example, where fulfilling your request would reveal personal data about another person or where Teledyne can demonstrate that they have a legal requirement to process your data. In some instances, this may mean that we are able to retain data even if you withdraw your consent.

8.3 Where Teledyne requires personal data to comply with legal or contractual obligations, then provision of such data is mandatory. If such data is not provided, then Teledyne will not be able to manage the recruitment process, or to offer you a position that requires access to export-controlled technology or technical data, or to meet obligations placed on us.

8.4 We hope that we can satisfy any queries you may have about the way we process your personal data. If you have any concerns about how we process your personal data, please contact us at any time. You'll find contact options in section 12 of this Notice.

8.5 If you have unresolved concerns, you also have the right to complain to the following:

### **Canada**

Office of the Privacy Commissioner of Canada  
30 Victoria Street

Gatineau, Quebec K1A 1H3  
Toll-free: 1-800-282-1376

**Alberta**

Office of the Information and Privacy Commissioner  
Toll-free: 1-888-878-4044  
generalinfo@oipc.ab.ca

**British Columbia**

Office of the Information and Privacy Commissioner  
250-387-5629  
[info@oipc.bc.ca](mailto:info@oipc.bc.ca)

**Québec**

Commission d'accès à l'information du Québec  
Toll-free: 1-888-528-7741  
renseignements@cai.gouv.qc.ca

8.6 If you have any queries or wish to exercise your data protection rights in relation to the processing of your personal data, please contact the Teledyne affiliate to which you are applying. Contact information is in section 12 of this Notice.

**9. Retention and deletion of your Personal Data**

9.1 If you created an account with us without submitting an application, we will retain the data in your account for a maximum of 9 months as of the day you created the account, or until you request erasure of your data. You may also delete your profile at any time before, during, or after submitting an application to us.

9.2. If you submitted an application for a particular position to us, we will retain your personal data for the duration of the recruitment process.

9.3 If you are recruited, we will retain your personal data for the duration defined in our employee information notice and Document Retention Policy, which will be made available to you in due time. Results of screening against any Lists will be kept in accordance with applicable Export and Sanctions Laws (including 5 years for US Export and Sanctions Laws in respect of Sanctions Screening).

9.4 If you are not recruited, we will retain your data for no longer than 9 months after the end of the recruitment process, save for longer periods under applicable export control laws (as stated in section 9.5).

9.5 If you are visiting a Teledyne facility for an interview (regardless of whether you are hired or not), we will retain the data related to your visit which has been collected for safety purposes for a period of 1 month following your visit, and the visitor records will be kept for a period of 5 years as required by US Export and Sanctions Laws.

## **10. Social Media Buttons**

10.1 On our Career Websites, we use the following social media plug-ins: Facebook, Twitter, and LinkedIn. The plug-ins can be identified by the social media buttons marked with the logo of the provider of the respective social media networks.

10.2 We have implemented these plug-ins using the so-called 2-click solution. This means that when you surf on our Career Website, personal data will initially not be collected by the providers of these social media plug-ins. Your personal data will only be transmitted if you click on one of the plug-ins. By activating the plug-in, data is automatically transmitted to the respective plug-in provider and stored by them (in the case of US providers, your Personal Data will be stored in the USA). We neither have influence on the collected data and data processing operations conducted by the providers, nor are we aware of the full extent of data collection, the purposes or the retention periods.

10.3 Information on the purpose and scope of data collection and its processing by the plug-in provider can be found in the respective data protection policies of these providers, where you will also find further information on your rights and options for privacy protection.

Facebook Inc., 1601 S California Ave, Palo Alto, California 94304, USA:

<https://www.facebook.com/privacy/explanation>

Twitter, Inc., 1355 Market St, Suite 900, San Francisco, California 94103, USA;

<https://twitter.com/privacy>

LinkedIn Corporation, 2029 Stierlin Court, Mountain View, California 94043, USA:

<http://www.linkedin.com/legal/privacy-policy>

## **11. Google Analytics**

Our Career Websites use Google Analytics, which is a web analytics service provided by Google, Inc. (“Google”). Google Analytics is used for the purpose of evaluating your use of our Website, compiling reports on Website activity and other services relating to Website activity and internet usage. The information generated by the cookie about your use of the Website is usually transmitted to and stored by Google on servers in the United States. On this Website we have also activated the IP anonymisation tool “gat.\_anonymizeIp();” provided by Google to help protect your privacy. This means that your IP address will automatically be shortened after it is collected, so that it can no longer be connected to you (see <https://support.google.com/analytics/answer/2763052>).

For more information see

[https://support.google.com/analytics/answer/6004245?hl=de&ref\\_topic=2919631](https://support.google.com/analytics/answer/6004245?hl=de&ref_topic=2919631) (information on Google Analytics and data privacy).

## **12. Questions and contact**



If you have questions about this Notice or wish to contact us for any reason in relation to our personal data processing, including to exercise your rights under applicable data protection laws, please contact us as follows:

- Via regular mail, to the attention of the “Office Manager” at the postal address of the Teledyne affiliate you are applying to; or
- Via email, to: [DataPrivacy@Teledyne.com](mailto:DataPrivacy@Teledyne.com)