

# **DANAHER CORPORATION**

## **APPLICANT DATA PRIVACY NOTICE**

*Effective March 22, 2023*

*Translations: Deutsch (Deutschland) | Español | Français | Português | 中文 简体 (中国) | 日本語 (日本)*

Danaher Corporation and its direct and indirect subsidiaries (“**Danaher**”) acts as 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) or provided by third parties for recruitment purposes. Please read this Privacy Notice carefully.

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

This Privacy Notice applies to any Personal Data provided in order to apply, search or be recruited for a position at Danaher. This Personal Data may include the following:

- Identifiers, such as your name and general contact details
- Gender
- Authentication information, for use on our careers site
- Professional or employment-related information, including that which 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 and salary expectations
- Languages and other relevant skills
- Awards and professional memberships
- Professional and other work-related licenses, permits and 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 does not collect Sensitive Personal Data for purposes other than where it is legally required or permitted by applicable data privacy regulations, such as in furtherance of its diversity and anti-discrimination policies. Except where applicable law recognizes other valid grounds for such collection, storage, and use, Danaher requires that consent be obtained for the collection, storage and use of an applicant’s Sensitive Personal Data. Categories of Sensitive Personal Data that Danaher may receive from applicants include:

- Race, ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, or criminal charges or convictions
- Health information

You are responsible for information you provide to Danaher and for its accuracy, and for not knowingly omitting any relevant information of an adverse nature. Providing any inaccurate information may make you ineligible for employment.

### **II. INFORMATION COLLECTED ABOUT YOU FROM OTHER SOURCES**

We collect Personal Data about applicants and prospects from several sources in order to verify information about their credentials, follow-up on references provided, and to conduct background investigations, as applicable. It is Danaher's approach to collect such information from third party sources in accordance with applicable law. The sources of collection include, as applicable:

- You, the applicant
- Recruitment agencies
- Online employment service providers (e.g., LinkedIn)
- Selection assessments providers
- Background check providers

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

The application data will be collected, used, transferred, and disclosed to Danaher and its consultants for the following business purposes:

- Processing your application
- Assessing your skills, qualifications, and suitability for the role
- Conducting interviews
- Carrying out background and reference checks, where applicable
- Communicating with you about the recruitment process
- Keeping records related to our hiring process
- Providing any service available to you on our careers site
- Delivering diverse slates of candidates for key positions
- Complying with legal or regulatory requirements

To the extent that applicable law requires a legal basis to process Personal Data, Danaher relies on legitimate interest for the processing of applicant Personal Data collected from Danaher's career site, and consent where such data is collected from an employment service provider (unless applicable law recognizes other valid grounds).

Danaher must make a decision to appoint an applicant to a vacant role. We will need to process your Personal Data to decide to make you an offer and, if you accept the offer, to enter into an employment agreement with you. 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 a vacant role at Danaher. In completing the application process on a Danaher careers site, you will have to create a profile that will allow you to self-manage your preferences. If we choose to make you an offer, Personal Data you have submitted 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.

Danaher undertakes that it will not process applicants' Personal Data so as to discriminate against them on prohibited grounds. Danaher will conduct the recruitment process in a fair and transparent way.

### **IV. DISCLOSURES OF PERSONAL DATA**

Personal Data about you will be shared internally for the business purposes of filling a vacant role, as described in greater detail in the section above. This may include sharing with Danaher associates

and agents who have a business need to know, such as: recruiters, human resource personnel, interviewers, and managers or their designees, and technical service personnel, if access to the data is necessary for the performance of their roles.

Personal Data about you may also be shared with third parties acting on our behalf, third parties assisting Danaher with the operation of our careers site, and Phenom, Workday Recruiting, HireRight, and recruitment agencies and services. 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. For those third parties acting as data processors, we only permit them to process your Personal Data for specified purposes and in accordance with our instructions.

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.

Danaher does not sell your personal information to third parties, nor do we share your information with third parties for the purpose of cross-context behavioral advertising.

## **V. INTERNATIONAL TRANSFERS**

The application data you submit on our careers site and Personal Data provided by employment service providers 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. Some Danaher entities and third-party service providers may be located in territories that do not provide a level of protection to Personal Data equivalent to that provided by your home country. We only transfer your Personal Data internationally when we are satisfied that adequate levels of protection are in place to protect the integrity and security of any information being processed, in compliance with applicable data protection laws. To provide adequate protection for international transfers, Danaher utilizes transfer mechanisms recognized by your home country, which may include executing appropriate contractual clauses (e.g., the Danaher Data Protection Addendum).

## **VI. DATA SECURITY**

We have put in place reasonable security measures to prevent your Personal Data from being lost, used, accessed, altered, or disclosed in an unauthorized way. 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 are subject to a 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 we are legally required to do so.

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

We will retain your Personal Data for no longer than is necessary to fulfill the business purpose of filling the vacant role (as described in greater detail above) and for other potential opportunities that may be of interest to you and in accordance with applicable law. 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 Danaher's Data Retention Policy, applicable laws and regulations.

In completing the application process, you will have a profile that will allow you to self-manage your preferences.

## **VIII. RIGHTS YOU MAY HAVE**

Under applicable laws, you may have certain rights with respect to your Personal Data, such as the right to access, correct, or delete Personal Data, as well as to object to or restrict the processing of Personal Data (including Sensitive Personal Data, as applicable) and the right to data portability. Danaher will accommodate such rights to the extent recognized by (and in accordance with) applicable law.

If you choose to register on our careers site, you may access, review, change, and delete some of the Personal Data collected about you and stored on our careers site by logging in and updating your applicant profile or by submitting a request on our [career site](#). If you update your profile, it will be used as the default the next time you apply for a job using your account online. To change Personal Data that you have already submitted for consideration for a specific position, please resubmit your application to update your Personal Data. We encourage you to promptly update your Personal Data if it changes or is inaccurate. Upon request, we will delete your Personal Data from our active database, although some information may be retained as required by law.

If you would like to exercise a privacy right and you are not registered on our careers site, or if that site does not support your request, you may contact Danaher's Data Protection Officer at [privacy@danaher.com](mailto:privacy@danaher.com) or by calling our toll-free number 1-888-914-9661 PIN: 046783 (when prompted to do so, please leave your name, email address, and to which operating company or Danaher entity your request relates). You may also contact us at that email address if you have any questions, concerns or objections about how we process your Personal Data or about this privacy notice. Please note that certain Personal Data may be exempt from access, correction, deletion or objection rights pursuant to law. If you are not satisfied with our response to your request, you may make a complaint to the relevant privacy regulatory body in your country of residence. Danaher will not discriminate against you for exercising your rights and choices, although some of the functionality and features available may change or no longer be available to you.

If Danaher carries out automated decisions which affect your interests, you may have the right to require the review of such decisions under applicable laws. You can exercise these rights by contacting [privacy@danaher.com](mailto:privacy@danaher.com).

Danaher may need to request specific information from you to help us confirm your identity and verify your right to access the information (or to exercise any of your other rights).

In some jurisdictions, you may be entitled, in accordance with applicable law, to submit a request through an authorized agent. To designate an authorized agent to exercise your rights and choices on your behalf, please provide signed, written permission demonstrating that the agent has been authorized by you to act on your behalf. In addition, we may directly ask you to verify your identity with us.

Submitting your application is voluntary, and you are under no statutory or contractual obligation to provide Personal Data to Danaher during the recruitment process. However, if you decline to submit requested applicant data our ability to consider you as a candidate may be limited. By

submitting your application, you declare that you have read and understood this Applicant Privacy Notice.

**IX. UPDATES TO THIS PRIVACY NOTICE**

This policy was last updated March 22, 2023. We reserve the right to update this privacy notice at any time by posting an updated notice or notifying you. Changes to this policy will be posted on our career site and on Danaher Connect (for Danaher associates). Please check back regularly to ensure you are familiar with our current practices. We may also notify you in other ways from time to time about the processing of your personal data.