

CANDIDATE PRIVACY NOTICE – CALIFORNIA RESIDENTS

The purpose of this Candidate Privacy Notice (“**Notice**”) is to inform individuals, who inquire about and/or apply for employment with us, of the categories of personal information Smiths Group and the Smiths entity to which you applied and that is conducting the recruitment process (“Company”, “we”, “us”) collect from candidates and the purposes for which we use such personal information. Please contact the recruitment agency or contact the Smiths recruitment team at myhr@smiths.com for the full name and address of the entity that is conducting the recruitment process with you.

This notice is intended to comply with the California Consumer Privacy Act. Note that some of the data collection and uses described below (including those relating to security clearances and export licensing) may not apply to you.

Definitions

- **Personal Information** means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular California resident or household.
- **Candidate** means a natural person acting as a past, current, or prospective job applicant to the Company and its affiliates.

Collection and Use of Candidate Personal Information

We collect, use, and disclose Personal Information about job candidates for business purposes only, consistent with applicable laws. Where we disclose Personal Information to third parties, we do so for the same business purposes described below and, where appropriate, require that such parties maintain its confidentiality.

We collect and use the following categories of Personal Information about you when you inquire about and/or apply for employment:

Category of Personal Information	How we use it
Contact information: such as your name, home and work address, personal and work telephone numbers, personal and work email addresses.	We will use this information to open and maintain candidate records and communicate with you regarding your interest in a job opportunity with us, your application for employment, or updates on your candidacy. We may also need to use this information to enable us to fulfill our obligations to relevant government authorities, including for the purposes of obtaining security clearance from the US Government to allow access to classified information or certain customer sites.
Job-related information and qualifications: such as position applied for, previous job roles, education, awards, qualifications, certificates, licenses, compensation and salary information, social media profiles, and any	We will use this information to assess your suitability for a position and for conflict of interest reporting.

Category of Personal Information	How we use it
other information you choose to provide in your resumes and/or applications.	
National identification information: such as your country of birth or the country where you are a registered national or citizen, and any visa or other right to work.	We will use this information to determine your eligibility to work and fulfill our obligations to relevant government authorities including for the purposes of obtaining security clearance from the US Government to allow access to classified information or certain customer sites. We may use the information to determine if a US Export License from the US Government is required for your role.
Travel-related records: frequent flyer numbers, banking information, date of birth, itineraries, flight, train, rental car, car service, hotel or other similar information.	We will use this information to arrange or reimburse travel where you require travel to interview with us or in connection with your candidacy for employment, contact you during travel, as necessary with travel service providers, or in an emergency situation.
Results of background checks and screening: such as education verification and criminal records and driving license checks.	We will use this to determine your suitability for certain job roles (to the extent permitted or required by law).
References: such as opinions and comments of any previous employers.	We will use this to determine your suitability for certain job roles.
Equal opportunities monitoring information: such as your ethnicity, disability status, veteran status, and marital status.	We will use this to conduct equal opportunity and diversity monitoring where permitted or required by law.
Personal Depictions: such as signatures or images, digital or otherwise.	We will use this to authenticate your identity and verify your authorization to proceed with certain processes.

1. Additional Purposes for Using Personal Information

In addition to the uses set forth above, we may use and share the categories of Personal Information identified:

- To comply with applicable legal and regulatory requests and obligations (including investigations and internal or external audits).
- To conduct internal investigations and/or establish or defend legal claims and allegations.
- For security or the prevention, detection, or investigation of fraud, suspected or actual illegal activity, or other misconduct.
- To verify or maintain the quality or safety of, and to improve, upgrade, or enhance services or devices.
- To seek advice from lawyers, auditors and other professional advisers.
- In the event Smiths undergoes a merger, acquisition, sale, or other related event, data may be shared with and/or transferred to new entities.

2. Questions

If you have any questions about this Notice, or to request this Notice in another format, please contact:

dataprotection@smiths.com