

## CANDIDATE PRIVACY NOTICE – CALIFORNIA RESIDENTS

This Candidate Privacy Notice (“**Notice**”) applies to California residents who inquire about or apply for employment with Smiths Group. The Smiths entity conducting the recruitment process is the business responsible for your Personal Information (“Company”, “we”, “us”). Please contact the recruitment agency or the Smiths recruitment team at [myhr@smiths.com](mailto:myhr@smiths.com) for the full name and address of that entity. This Notice supplements the Smiths Applicant Privacy Notices (available on [smiths.com/privacy](https://smiths.com/privacy)), which explains our recruitment processing, sharing, international transfers, security and contact arrangements more generally. You should read both notices. If there is any conflict concerning California residents’ rights or disclosures, this Notice applies.

This Notice is intended to comply with the California Consumer Privacy Act, as amended (“CCPA”), and describes our practices at or before collection. Some collection and uses described below, including security clearances, export licensing, travel and background screening, may not apply to every candidate. We collect, use, retain and disclose Personal Information only where reasonably necessary and proportionate for the purposes stated in this Notice and the Group Applicant Privacy Notice. We will provide notice before using Personal Information for a materially different purpose.

### 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Contact information:</b> 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.                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>National identification information:</b> 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. |
| <b>Travel-related records:</b> 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.                                                                                                                                       |
| <b>Results of background checks and screening:</b> 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).                                                                                                                                                                                                                                                                                        |
| <b>References:</b> such as opinions and comments of any previous employers.                                                                                                         | We will use this to determine your suitability for certain job roles.                                                                                                                                                                                                                                                                                                                                     |
| <b>Equal opportunities monitoring information:</b> 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.                                                                                                                                                                                                                                                                                                |
| <b>Personal Depictions:</b> 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

### Sources of Personal Information

We collect Personal Information directly from you and, where relevant and permitted by law, from recruitment agencies and referral sources; referees and former employers; background-screening, assessment, travel and identity-verification providers; public professional profiles and other publicly available sources; government, sanctions, licensing and regulatory sources; and Smiths Group companies and personnel involved in recruitment.

### Sensitive Personal Information

Depending on the role and stage of recruitment, the categories above may include Sensitive Personal Information, such as government identifiers; account or financial information used for expense reimbursement; racial or ethnic origin, disability or health information and other diversity information provided for equal-opportunity monitoring or workplace adjustments; citizenship, immigration and right-to-work information; and account credentials used to access recruitment systems. We use and disclose Sensitive Personal Information only as reasonably necessary to perform recruitment services,

verify identity and eligibility, provide requested adjustments, comply with law, protect security and prevent fraud, and for other purposes permitted by the CCPA. We do not use or disclose Sensitive Personal Information to infer characteristics about candidates or for purposes that require a right to limit under the CCPA.

### **Disclosure, Sale and Sharing of Personal Information**

We may disclose relevant Personal Information for the purposes described in this Notice to authorised Smiths personnel and Group companies; recruitment agencies; recruitment, assessment, background-screening, identity-verification, travel, communications and technology service providers; referees and former employers; professional advisers; regulators, law-enforcement bodies and other public authorities; and parties involved in a corporate transaction. We require service providers and contractors to process Personal Information only for authorised purposes and subject to appropriate contractual protections. We do not sell candidates' Personal Information or share it for cross-context behavioural advertising, and we have not done so in the preceding 12 months.

### **Retention**

We retain each category of Personal Information only for as long as reasonably necessary and proportionate for the recruitment purposes described above, to comply with legal or regulatory obligations, and to establish, exercise or defend claims. In determining the period, we consider the duration of the recruitment process; whether you are appointed; any period for which you have asked or agreed to be considered for future roles; applicable limitation periods; and legal, regulatory, audit and recordkeeping requirements. If you join Smiths, relevant recruitment records become part of your employment record and are retained under the applicable employee retention schedule. More detail is provided in the Group Applicant Privacy Notice and our applicable retention schedule.

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.

## **California Privacy Rights**

Subject to applicable conditions and exceptions, California residents may request that we: disclose the categories and specific pieces of Personal Information we have collected and related information about sources, purposes and recipients; delete Personal Information; correct inaccurate Personal Information; and provide information about our use of automated decision-making technology where the applicable right is in force. You also have the right to opt out of sale or sharing and to limit certain uses or disclosures of Sensitive Personal Information where applicable. Because we do not sell or share candidate Personal Information and do not use Sensitive Personal Information for purposes that trigger the right to limit, those opt-out rights do not currently apply to our candidate processing. We will not retaliate or discriminate against you for exercising a CCPA right.

### **How to Exercise Your Rights**

Submit a request by emailing [dataprotection@smiths.com](mailto:dataprotection@smiths.com). Describe the right you wish to exercise and provide enough information for us to identify the relevant application. We will verify requests by matching information you provide with information we maintain and may request additional information where reasonably necessary. You may use an authorised agent; we may require proof of the agent's authority and may ask you to verify your identity directly. We will acknowledge and respond within the periods required by the CCPA. If we deny a request, we will explain the basis for the decision and any available appeal process.

### **Automated Decision-Making**

We do not use Personal Information to make solely automated recruitment decisions that produce legal or similarly significant effects. If we introduce automated decision-making technology that makes or substantially facilitates a significant employment decision, we will provide any required pre-use notice and access, appeal or opt-out rights before the technology is used, subject to applicable law.

## **2. Questions**

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

[dataprotection@smiths.com](mailto:dataprotection@smiths.com)