



JOB CANDIDATE PRIVACY NOTICE

Last updated: October 2021

This notice describes how **Mirion Technologies, Inc, and/ or the Mirion Technologies group entity which has the open position you are applying for** ("Company" or "we" or "us"), will collect, process and use the Personal Data you submit when applying for a position with us through a Mirion website or by email or any other means used to send an application. In this notice, "**Personal Data**" or "**PD**" means any information relating to you, that identifies you, or could reasonably be used to identify you.

By submitting your application, CV/resume or other data, you acknowledge the information in this notice which supplements and qualifies our general website Privacy Policy and agree to the processing described herein.

WHAT PERSONAL DATA WILL WE COLLECT AND USE

We will process the following categories of PD which you provide as part of your initial submission or otherwise make available to us as part of the application or recruitment process:

- **identification data**, such as your name, date and place of birth, citizenship, passport data, social security or national insurance number;
- **experience data**, such as education and work experience, contact details of your former/current employer, information about your educational background, your work experience and other experience;
- **other data you submit**, such as the information you provide in an application form, CV or resume or public profile you share with us;

If your application progresses, we may also collect and process the following:

- **data collected as part of the interview process**, such as notes taken from your interview; and
- **background check data**, such as information obtained through reference checks, subject to any further permissions or notifications required by applicable law.
- **Data required to initiate employment**, such as proof of eligibility to work in country (like a passport or visa), tax information, bank account information, benefits eligibility information and other data you provide for the purposes of starting employment or performing an employment contract.

WHY WE COLLECT PERSONAL DATA AND HOW WE USE IT

We will use your PD for a variety of reasons linked to processing your application as set out below but only on the bases of contractual or pre contractual necessity, our legitimate interests, or to comply with a legal obligation ("**Processing Purposes**"):

- **administering and processing your application**, including your identification, experience and other information you submit and, if your application progresses, any interview information and background check information;



- **assessing and determining your suitability for the role for which you have applied, or for other roles, including your identification, experience and other data you submit and, if your application progresses, any interview information and background check information;**
- **conducting background checks as part of your application, subject to applicable law, including your identification, experience and other data you submit and, if your application progresses, any interview information and background check information;**
- **complying with applicable laws and employment-related requirements, including identification information and information required to initiate employment, for purposes such as confirming ability to legally work, setting up payroll, withholdings and benefits, and complying with statutory reporting requirements.**

SUBMITTING PERSONAL DATA TO US

Resumes/CVs should include data relevant to your employment history and education (degrees obtained, places worked, positions held, relevant awards, and so forth). If you provide data about others (i.e., reference contact details), please first ensure you have informed them that you will be providing their data and that they agree with you providing it to us. Generally, we recommend that you do not disclose sensitive personal characteristics (e.g., gender, height, weight, religion, philosophical or political beliefs, financial data, age) in your resume/CV or any materials you submit in support of your application. **However, for positions in some locations, we may request that you self-identify with certain characteristics, such as gender, race/ethnicity or veteran status. You may choose not to disclose such characteristics and choosing not to disclose will not subject you to any adverse treatment. If you do disclose, this information will be kept confidential and used solely for reporting and statistical purposes as required by applicable law.**

Any misleading, false or willful omission of relevant information may be sufficient reason for refusal of employment, or suspension or dismissal from employment if discovered after hiring.

WHO MAY HAVE ACCESS TO YOUR PERSONAL DATA

Your PD may be shared with third parties, including **the hiring entity or affiliated entities, where hiring managers may be located**, for the Processing Purposes as follows:

- **to our group of companies**, as the specific entity you're applying to work for is part of a wider group with headquarters in the USA and offices in various jurisdictions which share human resources and management decisions, we may transfer your PD to the hiring entity in order to make the hiring decision and to other entities within the group to monitor and assure compliance with applicable policies and procedures and applicable laws;
- **to regulators, authorities and other third parties**, such as courts and other authorities, independent external advisers and internal compliance and investigation teams - as necessary for the Processing Purposes described above; and
- **to data processors**, as necessary for the Processing Purposes described above. These diligently selected data processors/service providers may carry out instructions relating to IT hosting services or similar functions, recruitment or workforce administration. Where



required, they will be subject to contractual obligations to implement appropriate technical and organizational measures to safeguard the PD, and to process it only as instructed.

Therefore, for the Processing Purposes, your PD will be processed and stored on systems used by us in the USA and in other locations, as may be required from time to time. Such locations may be in countries that do not provide a level of data protection comparable to the level in your home country. However, if you are in the EEA or in Switzerland, and your PD is shared with other group entities, any such transfer outside of the EEA, Switzerland, or a country for which the EU Commission has issued an adequacy decision will be safeguarded by **contractual measures based on the European Commission's approved standard contractual clauses. You can ask for a copy of these clauses by contacting us as set out below.**

Only authorized personnel (human resources, legal, and appropriate managers) will have access to your PD for the legitimate business purposes described in this notice. We do not sell your personal data or share it for cross-context behavioral advertising.

OUR RECORD RETENTION PRACTICES

Company will retain PD no longer than is necessary to carry out the Processing Purposes described in this notice and/or as required by applicable law and company procedures.

We may, with your agreement, and also subject to different retention requirements under any applicable law, retain your Personal Data after the recruitment process is complete for a period of 1 year to contact you about potential future opportunities or for record keeping purposes.

We will delete your Personal Data when we no longer need it for the Processing Purposes. Any PD retained will be processed in accordance with this notice. If you do not want your Personal Data retained in the event that you are not offered a position, you can request deletion by contacting us. However, we may retain some of your information for longer in an anonymized form for statistical purposes, including to meet statutory and regulatory requirements.

HOW WE SECURE YOUR PERSONAL DATA

Company uses technology and practices to help ensure that your PD is protected from unauthorized access or use, misuse, as well as unintended modification, disclosure or destruction.

YOUR RIGHTS IN RESPECT OF YOUR PERSONAL DATA

Under applicable law, you may have certain rights in relation to your PD. These can differ by country. For instance, if you are in the EEA, or Switzerland, your rights are as follows:

(i) Right of access

You have the right to confirm with us whether your PD is processed, and if it is, to request access to that PD including the categories of PD processed, the purpose of the processing and the recipients or categories of recipients. We do have to take into account the interests of others though, so this is not an absolute right, and if you want to request more than one copy, we may charge a fee.

(ii) Right to rectification

You may have the right to rectify inaccurate or incomplete PD concerning you.

(iii) Right to erasure (right to be forgotten)

You may have the right to ask us to erase PD concerning you.

(iv) Right to restriction of processing

In limited circumstances, you may have the right to request that we restrict processing of your PD, however where we process your PD for the Processing Purposes, we think that we have a legitimate interest in processing that PD which may override a request that you make.

(v) Right to data portability

You may have the right to receive PD concerning you, which you have provided to us, in a structured, commonly used and machine-readable format and you may have the right to transmit that PD to another entity.

(vi) Right to object and rights relating to automated decision-making

Under certain circumstances you may have the right to object, on grounds relating to your particular situation, at any time to the processing of your PD, including profiling, by us and we can be required to no longer process your PD. This may include requesting human intervention in relation to an automated decision so that you can express your view and to contest the decision.

You also have the right to lodge a complaint with the competent data protection supervisory authority in your jurisdiction.

If you'd like to exercise any of these rights, please get in touch via the details listed below.

Company's online CCPA Privacy Policy can be found here: <https://www.mirion.com/privacy-policy>.

CONTACTING US

If you have questions about this notice, our privacy practices or the PD we collect about you, or have requests related to such PD, please email privacy@mirion, or write to our representative in the European Union:

Mirion Technologies (MGPI) SAS
174, route d'Eyguières
13113, Lamanon, France
to the attention of the European Privacy Officer,