

Privacy Notice for Job Applicants

Effective Date: 2020-01-01

When you apply for a job with Varian Medical Systems, Inc. and its affiliate entities (collectively, “Varian” or “we”), Varian collects and processes certain personal data relating to such application. Varian has adopted the following privacy statement to explain our commitment to your privacy and how we responsibly manage the personal data provided by you.

Information Collected. As part of your job application, Varian collects various information about you, including:

- Identifiers, including your name, address and contact information (including telephone number and email address);
- Professional or employment-related information, including details regarding your employment history, skills, reference, experience and qualifications;
- Sign-In and device information, including username and password, account name or number, and other online or device identifiers, Internet or other electronic network activity information (such as browsing and search history and information regarding interactions with websites and applications, our systems, and networks);
- Education information; and
- Other details you share that might be relevant for the application process.

Varian may also process special categories of data, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. Varian may also collect information about whether or not an applicant is disabled to make reasonable adjustments for candidates who have a disability. Varian processes such information to carry out its obligations and exercise specific rights in relation to employment matters, which is a legitimate interest of Varian.

The manner in which Varian collects the data may be in a variety of ways, including information provided by you via:

- application form and profiles;
- resumes/CVs; and
- information obtained through interviews.

During the latter stages of the applicant process, we may also conduct reference and background checks with your authorization.

Legal Bases for Processing Personal Data. Varian is processing your personal data to fulfill certain purposes and under certain legal bases:

- Contractual obligation: The intention behind the processing of your data is to provide you with an offer for a position and to agree to an employment contract. The general processing of your data is therefore based on pre-contractual preparations, regardless of whether the application is successful or not. The purpose is to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job.
- Legitimate interest: The processing of your data is also based on our legitimate interest,

for example when we are using data for reporting purposes for strategic planning.

- **Legal obligation:** In certain cases, we process your personal data, in particular special categories of data, based on our obligation to abide by applicable laws and regulations, such as employment and equal treatment laws. This includes checking one's eligibility to work in a particular jurisdiction prior to employment if such person has been offered a position.
- **Consent:** In certain cases, such as when we wish to retain your personal data for an extended period, we will request your unambiguous consent. Whenever we do so, we will inform you about the intended purpose and request your consent in a clear and understandable format. Providing your consent is voluntary, and even if you do not wish to agree, we will process your application accordingly. You are also free to withdraw your consent at any given time.

Length of time Data is Maintained. If your application for employment is unsuccessful, your personal data will be kept for a period in accordance to local legislation. During this period of time, we might reach out to you for future employment opportunities. Varian will also hold your data on file for a minimum of 6 months after the end of the relevant recruitment process as evidence for equal treatment. At the end of that period, or after as long as in accordance with applicable law, your data will be deleted or destroyed. If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your human resources file with Varian and retained during your employment in accordance with Varian's employee data retention policy.

Access to the Data. Your information may be shared by persons within Varian for the purposes of evaluating your job application. Such persons may include members of our human resources department, as well as interviewers and evaluators involved in the recruitment process (business function leaders, managers and their team members). If you apply to a position in the United States then we may share your data with your references, and if your application proceeds to the employment offer stage, then to third-party background check service providers.

If your data is being shared with a third-party background check service provider, you will be notified about the transfer in advance, giving you the opportunity to raise any queries.

Varian is located around the globe, and depending on your location, your personal data might be shared across countries.

For EU citizens. Your personal data might be shared within Varian persons in your country, within the European Union or with Varian affiliates in the United States. Sharing your personal data is subject to internal agreements, binding for confidentiality and security of your data. Furthermore, Varian Medical Systems, Inc. participates in and also has certified for the EU-US and Swiss-US Privacy Shield. For more information, please follow the link below:

<https://www.privacyshield.gov/participant?id=a2zt0000000TNnpAAG&status=Active>

Data Protection and Your Rights. Varian maintains internal policies and controls to ensure that your data is not lost, accidentally destroyed, misused or disclosed. In accordance with applicable law, you have various rights when you complete a job application with Varian.

You can:

- access and obtain a copy of your data;
- modify incomplete data or incorrect data;
- delete your data;
- have Varian stop processing your data (subject to Varian's further

processing due to its legitimate interests); and

- object to the processing of your data where Varian is relying on its legitimate interests.

If you would like to exercise any of these rights, you may contact Varian's Data Privacy Office at dataprivacyoffice@varian.com.

You have the right to lodge a complaint with a relevant data protection supervisory authority if you consider that our use of your personal data infringes applicable law.