

**Policy:** MEGGITT-USA, INC. CALIFORNIA CONSUMER PRIVACY ACT RECRUITMENT PRIVACY NOTICE AND POLICY

**Issuing date:** January 2020

**Approved by:** Ann R. Stravalle-Schmidt

**Reference:**

Assistant General Counsel

This privacy notice applies to applicants of Meggitt (Meggitt PLC and its subsidiary companies) who are based in California.

**What personal data we hold, how we obtain it, why we collect it, and with whom we share it.**

Meggitt may collect the following types of information about you:

<p><b>Categories of personal data that we may collect about you</b></p>	<ul style="list-style-type: none"> <li>• <b>Personal Identifiers</b>, such as real name, alias, postal address, date of birth, unique personal identifier, online identifier, internet protocol address, email address, telephone number.</li> <li>• <b>Internet or other electronic network activity information</b>, such as browsing history and search history, and information regarding your interaction with an Internet Web site application.</li> <li>• <b>Sensitive information</b>, such as race, ethnicity, national origin/ancestry, physical or mental disability or medical condition, age (40 or older), and military or veteran status.</li> <li>• <b>Employment and education information</b>, such as professional or employment-related information and history.</li> <li>• <b>Information about your family, dependants or personal circumstances</b>, including commercial information such as records of personal property, products, or services purchased, obtained or considered, or other purchasing or consuming histories or tendencies.</li> <li>• <b>Geolocation data</b></li> <li>• <b>Audio recordings, visual, electronic, thermal, olfactory, or other similar information</b></li> <li>• <b>Accident information.</b></li> <li>• <b>Health and illness information.</b></li> <li>• <b>Pre-Employment Testing information</b></li> </ul>
<p><b>We collect such personal data from the following sources</b></p>	<ul style="list-style-type: none"> <li>• Directly from you via websites and/or mobile applications (including IP addresses and cookies), devices (e.g. wireless modems), email, or online resumes, where you:             <ul style="list-style-type: none"> <li>- submit a query or request for further information;</li> <li>- submit an application for employment; and</li> <li>- voluntarily provide other information</li> </ul> </li> <li>• Third party background screening agencies</li> <li>• Meggitt group companies</li> </ul>

	<ul style="list-style-type: none"> <li>• Other third parties we work with in our recruitment process</li> </ul>	
<p><b>We collect such personal data for the following purposes</b></p>	<ul style="list-style-type: none"> <li>• To respond to queries and requests for further information</li> <li>• To review and make decisions regarding your application for employment at Meggitt, including pre-employment screening, testing, and verification</li> <li>• In the event your application is successful, to make further decisions regarding your employment with Meggitt</li> <li>• In the event your application is unsuccessful, to maintain appropriate records of the same and providing you with information in respect of future job vacancies at Meggitt</li> <li>• For analysis of our recruiting processes and reporting purposes</li> <li>• For other lawful business purposes including management analysis, audit, forecasts, business planning and transactions, ensuring compliance (and investigating noncompliance) with applicable laws, regulatory requirements and Meggitt policies, and dealing with legal claims and related administrative activities and related records retention</li> <li>• To complete a one-time transaction (where no data is kept)</li> <li>• To facilitate your browsing of Meggitt websites</li> <li>• To detect security incidents, and protect against malicious, deceptive, fraudulent, or illegal activity or prosecute those responsible</li> <li>• To identify and repair errors that impair existing functionality</li> </ul>	
<p><b>We may share such personal data with the following third parties</b></p>	<ul style="list-style-type: none"> <li>• <b>Meggitt group companies:</b> internally with human resources and recruitment teams within Meggitt for purposes such as processing resumes and applications, conducting pre-employment testing, or in order to provide you with details of any alternative vacancies that might be of interest to you</li> <li>• <b>Advisers:</b> such as legal, auditing, risk and compliance</li> <li>• <b>Service providers:</b> such as those providing pre-employment screening, verification services, and other recruitment processes</li> </ul>	
<p><b>Categories of third parties to whom we may share your personal data for a business purpose</b></p>	Identifying details	<ul style="list-style-type: none"> <li>• Meggitt group companies</li> <li>• Service Providers</li> </ul>
	Employment and education information	<ul style="list-style-type: none"> <li>• Meggitt group companies</li> <li>• Service Providers</li> </ul>
	Sensitive information	<ul style="list-style-type: none"> <li>• Meggitt group companies</li> <li>• Service Providers</li> </ul>
	Internet or other electronic network activity information	<ul style="list-style-type: none"> <li>• Meggitt group companies</li> <li>• Service Providers</li> </ul>

## **How we share your personal data.**

Meggitt does not sell your personal data to its affiliates or third parties.

Personal data will be made available only on a need to know basis, and we do not sell the personal data of minors. In some instances advisers and service providers will be controllers in their own right and will be directly responsible to you for their use of your personal data. They may be obliged under the data protection legislation to provide you with additional information regarding the personal data that they hold about you and how and why they process that data. Further information may be provided to you in a separate notice or may be obtained from the advisers and service providers directly, for example, via their websites.

## **Your rights**

You have a right to notice upon collection, of the categories of personal data collected and for which purposes the data will be used.

## **Updates**

We will update this notice regularly. Where we do this we will inform you of the changes and the date on which the changes take effect.

## **Contacting us**

Please contact us for further information using the contact details below.

Email address: [ccpa@meggitt.com](mailto:ccpa@meggitt.com)

Postal address:  
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