

# Privacy Policy

Johnson & Johnson and its affiliated entities (collectively, "J&J") are committed to protecting your personal information. J&J operates in many different countries. Some of these countries have laws related to the collection, use, transfer and disclosure of the personal information of individuals. The purpose of this Privacy Policy is to give you information about what personal information we collect through the website or application (hereinafter the "Service"), how we use, transfer and disclose it, and why.

If you are a J&J employee, your employer has delivered to you a general notice that gives you information about what personal information we collect, use, transfer and disclose, and why. Such notice may be the 'Global Employee Notice' or a local version of such notice. If you are a non-employee worker assigned to J&J, your employing company has delivered to you a similar notice. Such notice may be the Global Non-Employee Worker Notice, or a local version of such notice. You can consult the Global Employee Privacy Notice or Non-Employee Worker Privacy Notice in the Summit training system (<https://jn.jcsod.com/>), if you have access, by searching for "Privacy Notice" to find the document that is applicable to you. If your employer or company of assignment uses a local version, please consult your local HR or sponsor at J&J.

Please consult such general notice for further information on:

- Why we collect information about you
- How we may share your Personal Information
- How we protect your Personal Information
- How we ensure data integrity, and how we store your Personal Information
- How long we retain your Personal Information
- How to submit requests for access, correction, or erasure, questions and complaints
- What your obligations are with respect to the Personal Information
- Which types of Personal Information we collect,
- The purposes for which we may collect, use, transfer and disclose Personal Information
- The types of Third Parties with whom J&J may share Personal Information
- Additional provisions for specific jurisdictions.

## ADDITIONAL INFORMATION APPLICABLE TO THIS SERVICE

### Why We Collect Information About You

The personal data collected is intended for use by our Global Talent Acquisition team to:

- To process your application
- To process your referral submission
- To assess your capabilities and qualifications. We may use automated programs for proactively sourcing of candidates by evaluating candidates' career profiles against job requirements, resulting in a pre-selected candidate pool; for job applicant screening by evaluating candidate responses to assessments, resulting in deselection of candidates who do not meet minimum requirements. In countries where the law allows, you may exercise your right to have human intervention, to express your point of view and to contest the decision by contacting us. We may also create a profile about you based on your capabilities and qualifications which can be used to identify additional professional opportunities that may be of interest to you.

- To conduct reference checks
- To respond to your inquiries and communicate with you about your application or referral submission, and to send you information regarding the Career Hub site and changes to our terms and policies.
- To comply with or monitor compliance with any applicable law or regulation.
- To conduct background checks, as allowed by local laws, if we offer you a position, and
- To preserve other legitimate interests, for example, for Johnson & Johnson's administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within Johnson & Johnson and its affiliates.

You will be informed what information is required and what information is optional. We may combine the information you submit with other information we have collected from you, whether on- or offline.

If you submit any personal information relating to another individual to us, you represent that you have the legal authority to do so and to permit us to use the information in accordance with this Privacy Policy.

### **Automatic Information Collection and Use**

We and our service providers may collect certain information automatically as you navigate around the Service. Please read the [Cookie Policy](#) for detailed information about the cookies and other tracking technologies used on the Service. The Cookie Policy includes information on how you may disable these technologies. If you do not disable them and continue to use our Service, we will infer your consent to their use.

We and our service providers may also automatically collect and use information in the following ways:

- **Through your browser:** Certain information is collected by most browsers, such as your Media Access Control (MAC) address, computer type (Windows or Mac), screen resolution, operating system name and version, and Internet browser type and version. We may collect similar information, such as your device type and identifier, if you access the Service through a mobile device. We use this information to ensure that the Service functions properly.
- **IP address:** Your IP address is a number that is automatically assigned to your computer by your Internet Service Provider. An IP address is identified and logged automatically in our server log files whenever a user visits the Service, along with the time of the visit and the pages visited. Collecting IP addresses is standard practice and is done automatically by many online services. We use IP addresses for purposes such as calculating Service usage levels, diagnosing server problems, and administering the Service. We may also derive your approximate location from your IP address.
- **Device Information:** We may collect information about your mobile device, such as a unique device identifier, to understand how you use the Service.

### **Data Retention**

The Company will retain Personal Information for the period necessary to fulfill the purposes outlined in this Notice. The criteria used to determine our retention periods may include one or more of the following: as long as we have an ongoing relationship with you; as required

by a legal obligation to which we are subject; and as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, audits or regulatory investigations). The Johnson & Johnson Enterprise Retention Schedule, available in the Company's internal Records Management site, ensures compliance with laws and regulations across the globe, while meeting local and country specific requirements.

For more information about retention requirements applicable to your Personal Information, you may contact the records manager responsible for your Company.

For the purposes of Talent Acquisition, your personal information will store it for up to two years from when the information was received.

### **CHANGES TO THIS PRIVACY POLICY**

If this Privacy Policy changes, the revised statement will be posted on here. This Privacy Policy was last updated on February 4, 2020. We encourage you to regularly review the Privacy Policy.