

NETGEAR EUROPEAN CANDIDATE PRIVACY NOTICE

Last updated – June 2023

A. INTRODUCTION

In accordance with the General Data Protection Regulation (GDPR), we have implemented this privacy notice to inform you of the personal data processing about you that we undertake when you apply for a role with NETGEAR.

Further information relating to NETGEAR's Policies on Data Protection and GDPR, including the privacy notice that will apply regarding your use of our website, may be viewed at [GDPR and Privacy | NETGEAR](#). You can also access this information within the 'Consent & Privacy' section of our UKG Recruitment Portal.

This notice explains:

- What information we collect during our application and recruitment process, and why we collect it.
- The lawful basis that permits us to process it and how we use that information; and
- How long we keep your data for, how to access and update that information and your rights regarding your data.

B. DATA PROTECTION PRINCIPLES

Under GDPR, all personal data obtained and held by NETGEAR must be processed according to a set of core principles. In accordance with these principles, we will ensure that:

- a. processing is fair, lawful and transparent
- b. data is collected for specific, explicit, and legitimate purposes
- c. data collected is adequate, relevant and limited to what is necessary for the purposes of processing
- d. data is kept accurate and up to date. Data which is found to be inaccurate will be rectified or erased without delay
- e. data is not kept for longer than is necessary for its given purpose
- f. data is processed in a manner that ensures appropriate security of personal data including protection against unauthorised or unlawful processing, accidental loss, destruction or damage by using appropriate technical or organisation measures
- g. we comply with the relevant GDPR procedures for international transferring of personal data

C. WHO WILL PROCESS YOUR PERSONAL DATA?

'NETGEAR', 'we' or 'our', when referenced in this document, refers to NETGEAR Inc. and its European subsidiaries that are listed below:

- NETGEAR International Limited (Ireland)
- NETGEAR Deutschland GmbH
- NETGEAR UK Limited
- NETGEAR France SAS
- NETGEAR Intl Inc – Italian B.O
- NETGEAR International Inc Spain
- NETGEAR Netherlands B.V.
- NETGERA Poland Sp.z.o.o.
- NETGEAR Switzerland GmbH

The entity from above that is offering the role you have applied for will be the controller of the personal data processing described in this privacy notice, unless otherwise indicated.

D. HOW WE COLLECT AND STORE YOUR PERSONAL DATA

We collect several categories of personal data on our prospective employees in order to carry out effective and efficient processes. We keep this data in recruitment files relating to each vacancy and we also hold the data within our NETGEAR recruitment system. The specific types of information you share with us and/or which may be collected or produced by NETGEAR and its recruitment partners during the application or recruitment process is outlined in the table at section C alongside the purposes that they will be processed for and the legal bases for that processing. NNETGEAR recommends that you do not disclose sensitive personal characteristics (for example, gender, height, weight, religion, philosophical or political beliefs, financial data) on your application.

E. PURPOSES, TYPES OF DATA AND LAWFUL BASES FOR PROCESSING

The table below outlines the purposes for the data processing we undertake, the types of data processed for each purpose and the lawful bases we rely on for each purpose:

Purpose	Data Types	Lawful basis
Assessing your skills, qualifications and interests against our career opportunities and making decisions in relation to initial and subsequent employment	CV, Cover Letter, Application Form, Interview Notes, Assessment Tests, Education History, Work History, Salary, Benefit and any other expectations or requirements, information relating to any previous applications you may have made to NETGEAR and/or any previous employment history with NETGEAR	Our legitimate interests in undertaking hiring processes
Assessing training needs	Work and Education History	Our legitimate interests in undertaking hiring processes
Verifying your professional information and carrying out reference checks	Work History, Referee details, referee statements, transcripts	Our legitimate interests in undertaking hiring processes
Verifying your information in respect of right to work checks	Passport & Work Permit details	Legal Obligation
Where requested by you, assisting you with obtaining an immigration visa or work permit where required.	Passport & Work Permit information	Legal Obligation
Communications with you about the recruitment process and/or your application(s).	Contact information such as Email Address & Phone Number	Our legitimate interests in undertaking hiring processes
Consideration of you for further job opportunities if you were unsuccessful with an application	Any relevant application related information	Your separately obtained consent
Making reasonable adjustments for disabled candidates (where the disability has been disclosed by the candidate)	Health Data	Legal Obligation
Dealing with Legal Claims made by or against us	Any application related information relevant to the claim	Our legitimate interests in establishing, exercising or defending legal claims
Complying with applicable laws, regulations, legal	Any relevant application related information	Legal obligation

processes or enforceable governmental requests.		
If you are offered and accept employment with NETGEAR, the information collected during the application and recruitment process will become part of your employment record.	All relevant application related information	Performance of a contract
Analysing how candidates are finding our job opportunities	Details of how you heard about the position you are applying for	Our legitimate interests in analysing how candidates are finding our job opportunities
Making improvements to NETGEAR's application and/or recruitment process	All relevant application related information, including any feedback you provide about NETGEAR's application and/or recruitment process	Our legitimate interests in improving our application and/or recruitment processes

F. PROTECTING YOUR DATA

We are committed to the protection of personal data submitted to us. In order to prevent unauthorised access or disclosure, we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information we collect online. We use a variety of security technologies and procedures to help protect your personal data from unauthorised access, use, or disclosure. While NETGEAR takes all due care in ensuring the privacy and integrity of the information that you provide, we recognise that no data transmission over the Internet can be guaranteed to be 100% secure. The possibility exists that this information could be unlawfully observed by a third party while in transit over the Internet. NETGEAR accepts no liability should this occur.

G. WHO WE SHARE YOUR DATA WITH

Your personal data will be processed through our recruitment software provider, UKG.

Employees within our group of companies who have responsibility for recruitment will have access to your data which is relevant to their function (the company they work for may then be the controller for that processing in accordance with this privacy policy). All employees with such responsibility have been trained in ensuring data is processing in line with GDPR. If you have been referred for a job at NETGEAR by a current employee, with your consent, we may inform that employee about the progress of your application and let the NETGEAR employee know the outcome of the process (successful / unsuccessful confirmation only – No further details).

NETGEAR may sometimes be required to disclose your information to external third parties such as to local labour authorities, courts and tribunals, regulatory bodies and/or legal agencies for the purpose of complying with applicable laws and regulations, or in response to legal processes.

Please note that it is your responsibility to obtain consent from referees before providing their personal data to NETGEAR.

H. INTERNATIONAL TRANSFERS

In some cases, the sharing described above may result in your personal data being **transferred internationally, including from the European Economic Area ("EEA") or the UK to a country outside of the EEA or the UK**. These countries may have data protection laws that are different to the laws of your country (and, in some cases, may not be as protective).

Specifically, our group companies, affiliated companies and our third-party service provider (UKG) operate around the world (and in particular within the USA). This means that when we collect your personal data, we may process it in any of these countries.

However, we have taken appropriate safeguards to require that your personal data will remain protected in accordance with this Notice, including implementing the European Commission's Standard Contractual Clauses (under Article 46(2) of the General Data Protection Regulation), a copy of which can be provided upon request to privacypolicy@netgear.com.

I. FAILURE TO PROVIDE DATA

Your failure to provide us with data may mean that we are unable to fulfil our requirements for entering into a contract of employment with you. This could include being unable to offer you employment or administer contractual benefits.

J. AUTOMATED DECISION MAKING

Automated decision-making means making decision about you using no human involvement e.g. using computerised filtering equipment. No decision will be made about you solely on the basis of automated decision making (where a decision is taken about you using an electronic system without human involvement) which has a significant impact on you.

K. RETENTION PERIODS

If you are an unsuccessful candidate then NETGEAR will retain your personal data for approximately 6 months after the completion of the given recruitment process, unless it is needed in relation to any existing legal claim. If you enter your data into our recruitment system but do not actually apply for a position, then this data will be deleted approximately six months after you last logged into the system.

If your application is successful, your data will be kept and transferred to the systems we administer for staff. We have a separate privacy notice for staff that includes further information regarding retention of staff data. That privacy notice will be provided to you if an employment or other type of engagement offer is made to you.

L. YOUR DATA PROTECTION RIGHTS

You may exercise the following rights that are available to you under applicable data protection laws:

- If you wish to access, correct, update or request deletion of your personal data, you can do so at any time by contacting us using the contact details provided below.
- You can object to processing of your personal data, ask us to restrict processing of your personal data or request portability of your personal data. Again, you can exercise these rights by contacting us using the contact details provided below.
- If we have collected and process your personal data with your consent, then you can withdraw your consent at any time by contacting us using the contact details provided below. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal data conducted in reliance on lawful processing grounds other than consent.

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws.

M. MAKING A COMPLAINT

If you think your data rights have been breached, we ask that you firstly contact emeaprivacypolicy@netgear.com, so that this can be investigated. In the interest of resolving things as promptly as possible, it is our preference that any issues are addressed directly with NETGEAR. If you are unsatisfied by this, you may also raise a complaint with the Data Protection Supervisory Authority in your respective country of residence.

N. FURTHER INFORMATION AND CONTACT DETAILS

If you would like to learn more about our GDPR and privacy practices, please visit: [GDPR and Privacy | NETGEAR](#) or contact emeaprivacypolicy@netgear.com. You can also contact our data protection officer at dpo@netgear.com. NETGEAR International Limited acts as Netgear Inc.'s EU GDPR representative and can also be contacted through emeaprivacypolicy@netgear.com

O. CHANGES TO THIS POLICY

We may change this policy from time to time. Each version of this policy is identified at the top of the page by its effective date.