

Bracco Privacy Policy for External Candidates

Bracco S.p.A. and its global affiliates (“Bracco”) are dedicated to safeguarding your personal data. This privacy notice explains the following:

- **What Personal Data We Collect:** The types of personal data that Bracco may gather.
- **How We Use Your Data:** The methods Bracco employs to collect, use, or share your personal data.
- **Our Commitment to Data Protection:** The steps Bracco takes to protect your data.
- **Your Choices and Rights:** The options you have regarding the use and management of your personal data.

Identity and Contact Information of the Data Controller

Bracco S.p.A.
Registered Office: Via Egidio Folli, 50, 20134 Milano, Italy
Email: dpo@bracco.com

This notice complies with the Swiss Federal Act on Data Protection (FADP), the EU General Data Protection Regulation (EU) 2016/679 (GDPR), and the UK GDPR, including respective local data protection laws.

If you are a resident of the United States, please refer to additional information below at the paragraph “*For residents of the United States*”.

Source, Purpose and Legal Basis for Processing

When you apply for a job or join our Talent Community, we collect and store your personal data in our global recruitment system. This data is used for managing the application process, communicating with you, and potentially contacting you about other job opportunities. The processing of your personal data is based on your consent.

Categories of Personal Data Collected

We may collect and process the following personal data:

- **Identity Data:** Such as your name, address, and contact information.
- **Professional Data:** Including your work experience, skills, and any other information you provide during the application process or when joining the Talent Community.

Recipients of Personal Data

Your data may be shared with Bracco affiliates worldwide, which may include countries with different privacy standards from your own. These affiliates use your personal data to explore suitable opportunities for you. For a complete list of Bracco’s affiliates, please visit <https://www.bracco.com/data-protection>.

The personal data we collect may be transferred to and stored in regions with varying data protection laws. All transfers comply with applicable regulations. For these transfers, we rely on adequacy decisions (you can find the current list of adequate third countries according to the EU Commission’s adequacy decisions under Art. 45 GDPR [here](https://ec.europa.eu/info/law/law-topic/data-): <https://ec.europa.eu/info/law/law-topic/data->

protection/international-dimension-data-protection/adequacy-decisions_en) or implement safeguards such as the EU Standard Contractual Clauses (SCCs) by the European Commission under Art. 45 GDPR (you can find the text of the standard contractual clauses [here](https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/standard-contractual-clauses-scc_en): https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/standard-contractual-clauses-scc_en), the UK supervisory authority, and the Swiss supervisory authority, or rely on derogations under Art. 49 GDPR.

Workday, Inc. is the data processor for our web-based recruiting system. Bracco has formal agreements with Workday, Inc. that include the EU Standard Contractual Clauses.

If a background check or assessment center is part of your recruitment process, your data may be shared with a relevant vendor in your country. These vendors are either located within the EU/EEA, in a country with EU Commission-approved data protection standards or are governed by contracts containing the EU Standard Contractual Clauses.

Data Retention Period

Your personal data will be retained for no longer than necessary for the purposes described above, but no longer than 3 years in case the application process was not successful. If you withdraw your consent or validly object to the processing of your personal data and we cannot rely on another legal basis, we will usually not store your personal data for any longer.

Your Rights Regarding Personal Data

Bracco strives to keep your information accurate. You have the right to:

1. Access your personal data.
2. Request correction or deletion of your personal data (when it is no longer required for legitimate business purposes).
3. Opt out of receiving marketing communications.
4. Request the restriction of processing your personal data.
5. Receive a copy of your personal data in a structured, digital format and request that it be transmitted to another party, if technically feasible.

If you have any concerns about how we process your personal data, we encourage you to let us know so we can try to resolve your concerns. Irrespective of this, if you think we have not complied with data protection laws, you have the right to lodge a complaint with the competent supervisory authority under Art. 77 GDPR.

To exercise any of these rights, please contact us at: dpo@bracco.com

Right to Withdraw Consent

Your consent is voluntary and can be withdrawn at any time by contacting us at the above email address. Withdrawing your consent does not affect the lawfulness of any processing conducted before the withdrawal.

For residents of the United States

Bracco Diagnostics, Inc., ACIST Medical Systems, Inc., and Blue Earth Diagnostics (business division of the Bracco Company (hereafter “Company”) is committed to protecting the privacy of all job applicants. This Privacy Policy explains how we collect, use, store, and share your personal information during the recruitment process in compliance with applicable laws and regulations.

Information We Collect

We may collect the following types of personal information during the recruitment process:

- **Personal Identifiable Information (PII):** Name, contact details (e.g., phone number, email address), and Social Security Number (if required).
- **Employment History:** Resume/CV, job history, references, and educational qualifications.
- **Background Information:** Results of background checks, credit checks, and criminal history (as permitted by law).
- **Sensitive Information:** Voluntarily disclosed data such as race, gender, disability status, or veteran status (for Equal Employment Opportunity compliance).
- **Device Information:** Data collected from your use of our website or applicant tracking system, such as IP address and browser type.

Purpose of Data Collection

We collect and use your personal information for the following purposes:

- To evaluate your qualifications for employment.
- To conduct background checks and verify references (with your consent).
- To communicate with you regarding your application.
- To comply with legal and regulatory obligations.
- To improve our recruitment process and systems.

Legal Basis for Data Processing

We process your personal information based on:

- **Consent:** For sensitive data or where required for specific actions (e.g., background checks).
- **Legitimate Interests:** To assess your application and ensure a fair recruitment process.
- **Legal Compliance:** To adhere to applicable laws and regulations.

Sharing of Your Information

Your information may be shared with:

- Authorized personnel within the Company.
- Third-party service providers involved in the recruitment process, such as background check vendors.
- Legal or regulatory authorities, as required by law.

We do not sell or rent your personal data to third parties.

Data Security

We implement reasonable technical, administrative, and physical measures to protect your personal information against unauthorized access, loss, or misuse. These measures include:

- Secure storage and encryption of electronic data.
- Restricted access to applicant information.
- Regular audits of our data security practices.

Data Retention

We retain your personal information for as long as necessary to fulfill the purposes outlined in this policy or as required by law. Unsuccessful applicant data may be retained for a defined period (e.g., 12 months) for future opportunities or legal compliance, after which it may be securely deleted or anonymized.

Your Rights

Depending on your jurisdiction, you may have the following rights regarding your personal information:

- **Access:** Request access to your personal data.
- **Correction:** Request correction of inaccurate or incomplete data.
- **Deletion:** Request deletion of your data, subject to legal and business requirements.
- **Opt-Out:** Withdraw consent where processing is based on consent.

Equal Employment Opportunity

We comply with applicable equal opportunity laws and do not discriminate against applicants based on protected characteristics (e.g., race, religion, gender, disability, age).

Updates to This Policy

We may update this Privacy Policy to reflect changes in legal or operational requirements. The updated policy will be posted on our careers webpage with the effective date.

California Privacy Rights

Under the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA), applicants residing in California have the following rights:

- **Access:** Request the categories of personal data collected, the sources of that data, and the purposes for collection.
- **Correction:** Request corrections to inaccurate information.
- **Deletion:** Request deletion of personal data, except where retention is necessary for compliance with laws or other valid purposes.
- **Opt-Out of Sale or Sharing:** Request that your personal information is not sold or shared.
- **Limit Use of Sensitive Information:** If applicable, request limitations on the use of sensitive personal information.

Acknowledgment

By submitting your application, you acknowledge that you have read and understood this Privacy Policy and consent to the collection, use, and processing of your personal data as described.

Contact Information

For questions or concerns about this Privacy Policy, please contact:

Email: BMT.Human.Resources@bracco.com