

GE HealthCare Candidate Privacy Notice

Introduction

This notice (“GEHC Notice”) describes how GE HealthCare Technologies, Inc., and its subsidiaries, affiliates and related companies (collectively, “GEHC”) handle and protect data to which GEHC is provided access in connection with the employee recruiting process.

By making available your GEHC Candidate Data, as defined below, you confirm that:

- You have reviewed this GEHC Notice and agree that GEHC may process your GEHC Candidate Data in accordance with this GEHC Notice;
- You have provided any notices and obtained any consents needed to provide information concerning others (e.g., information about employment references); and
- Your GEHC Candidate Data may be transferred and processed worldwide, including the US and other countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified in this GEHC Notice.

GEHC will process GEHC Candidate Data in accordance with this GEHC Notice, unless in conflict with requirements of applicable law, in which case applicable law will prevail.

You are aware that the provisions of this GEHC Notice are required in order to submit or make available GEHC Candidate Data. If you decline to submit or make available your GEHC Candidate Data, it may affect your ability to apply for or receive an offer of employment.

This GEHC Notice does not form part of any contract of employment offered to candidates hired by GEHC.

Definitions

GEHC Candidate Data is identifiable information that an individual makes available to GEHC either directly or indirectly in connection with the recruiting process. GEHC Candidate Data may include a variety of information, such as candidate status, work history/job data, education, compensation, employer feedback, questionnaire results, contact information, previous addresses or names, additional information provided by the candidate (e.g., a cover letter), expertise or project work publicly shared, driver’s license number as required for certain positions, references, and criminal history, where permitted by law.

Processing refers to any action performed on GEHC Candidate Data, such as collecting, recording, organizing, storing, transferring, modifying, using, disclosing, or deleting.

Sensitive GEHC Candidate Data is GEHC Candidate Data that may concern special categories of personal data in certain legislations, such as race or ethnic origin, health information, criminal history, where permitted by labor trade union membership.

Collection

You are aware that, in addition to collecting GEHC Candidate Data directly from you, GEHC may collect GEHC Candidate Data from third parties, for example, from recruiters, in connection with a background or employment check or an employment reference (subject to your consent where required by law) or, to the extent permitted by law, from a recruiting or other website where you may have provided information about your work experience or interests.

Where legally required, GEHC may ask for additional information concerning instances where you, or someone close to you including certain family members or business partners, works or has worked with a government in a specified manner. In these circumstances, additional instructions will be provided to you in the course of your application. You should inform and seek agreement from any family member or business partner about whom GEHC has asked you to provide information in relation to this government work requirement prior to disclosing any such information to GEHC for these purposes.

Sensitive GEHC Candidate Data

To the extent you make Sensitive GEHC Candidate Data available to GEHC, you consent to GEHC processing such data in accordance with this GEHC Notice.

If GEHC intends to collect Sensitive GEHC Candidate Data from third parties, you will be provided notice and the opportunity to consent.

If you have a disability and would like GEHC to consider an accommodation, you may provide that information during the recruiting process.

Processing

GEHC processes GEHC Candidate Data for legitimate human resources and business management purposes. These include:

- identifying and evaluating candidates for GEHC positions;
- record-keeping related to hiring processes;
- analyzing the hiring process and outcomes; and
- conducting background checks, where permitted by law.

In addition, GEHC Candidate Data may be used to comply with GEHC's legal, regulatory and corporate governance requirements.

If a candidate is hired, GEHC Candidate Data may be used in connection with his/her employment consistent with GEHC's employment data protection policies.

In addition to using GEHC Candidate Data for the position for which you have applied, based on your consent, GEHC may:

- send marketing email messages regarding employment opportunities
- retain and use your GEHC Candidate Data to consider you for other positions.

If you would like to have your GEHC Candidate Data removed, you may contact GEHC as specified under *How to Contact Us* below.

The legal basis for GEHC processing your personal information as described above will typically be one of the following:

- Your consent;
- Performance of a contract with you or a relevant party;
- Our legitimate business interests; or
- Compliance with our legal obligations.

Retention

To the extent permitted by applicable law, we retain personal information we obtain about you as long as (1) it is needed for the purposes for which we obtained it, in accordance with the provisions of this Privacy Policy or (2) we have another lawful basis, stated in this Privacy Policy or at the point of collection, for retaining that information beyond the period for which it is necessary to serve the original purpose for obtaining the personal information.

Sharing with Third Parties

GEHC may transfer GEHC Candidate Data to external third-party providers performing certain services for GEHC. Such third-party providers have access to GEHC Candidate Data solely for the purposes of performing the services specified in the applicable contract, and GEHC requires the providers to undertake security measures consistent with the protections specified in this GEHC Notice.

GEHC may be required to disclose certain GEHC Candidate Data to other third parties (1) as required by law; (2) to protect GEHC's legal rights to the extent authorized or permitted by law; or (3) in an emergency where the health or safety of a candidate or other individual may be endangered.

In addition, in the event of a re-organization, merger, sale, joint venture, assignment, or other transfer or disposition of all or any portion of GEHC's business, GEHC may transfer GEHC Candidate Data to successor entities or parties.

International Data Transfers

GEHC operates globally in over 150 countries. Accordingly, GEHC Candidate Data may be transferred to and processed in the US and other countries, which may have different data protection laws than the country in which the information was provided. To the extent required by applicable law, when we transfer your personal information to recipients in other countries, we will take measures and appropriate safeguards to protect that information.

Additionally, GEHC and its affiliates have entered into Intragroup Agreement governing our handling of personal information of residents of the European Union.

GEHC's privacy practices, described in this Candidate Privacy Notice, comply with the APEC Cross Border Privacy Rules (CBPR) system. The APEC CBPR system provides a framework for organizations to ensure protection of personal information transferred among participating APEC economies. More information about the APEC framework can be found [here](#).

Security and Confidentiality

GEHC maintains administrative, technical and physical safeguards, consistent with legal requirements where the personal information was obtained, designed to protect against unlawful or unauthorized destruction, loss, alteration, use or disclosure of, or access to, the personal information provided to us.

Children's Personal Information

The Careers Website are designed for a general audience and are not directed to children as per applicable law. We do not knowingly collect or solicit personal information from children as per applicable law through the Careers Website. If we become aware that we have collected personal information from a child under as per applicable law, we will promptly delete the information from our records. If you believe that a child may have provided us with personal information, please contact us as specified in the How To Contact Us section of this Candidate Notice.

Automated Decisions

GEHC generally does not make recruiting or hiring decisions based solely on automated decision-making, within the meaning of the EU General Data Protection Regulation. In the event that GEHC relies solely on automated decision-making that could have a significant impact on you, GEHC will provide you an opportunity to express your views and will provide any other safeguards required by law.

Direct Marketing

GEHC will not use GEHC Candidate Data to offer you any products or services for personal or family consumption (“direct marketing”) or provide GEHC Candidate Data to third parties for their direct marketing. These restrictions do not apply to contact or other personal data obtained in the context of a customer, consumer or other non-employment relationship with GEHC.

GEHC Candidate Rights

To the extent provided by the law of your jurisdiction, you may have the right to:

- (1) confirm and access certain personal information we process about you and request details of that processing;
- (2) request that we update, correct, amend, erase, or restrict your personal information; or
- (3) exercise your right to data portability.

Where provided by law, you may withdraw consent you previously provided to us or object at any time to the processing of your personal information on legitimate grounds relating to your particular situation, and we will apply your preferences going forward as appropriate.

To request to exercise these rights, please contact us as indicated in the [How To Contact Us](#) section of this Candidate Notice.

To help protect your privacy and maintain security, we may take steps to verify your identity before granting you access to the information.

To the extent permitted by applicable law, a charge may apply before we provide you with a copy of any of your personal information that we maintain.

Depending on your location, you may have the right to file a complaint with a government regulator if you are not satisfied with our response.

GE HealthCare endeavors to respond to complaints within thirty days of receipt, or less when required by applicable law.

How To Contact Us

If you have any questions or comments about this Privacy Policy or if you would like us to update information, we have about you or your preferences, please reach out to us using the list of privacy contacts below or write to us at:

Attn: Chief Privacy Officer, GL&P Department
GE HealthCare
500 W. Monroe St., 16th Floor
Chicago, IL 60661
United States

For a list of global and regional privacy contacts, click [here](#).

If you have an unresolved privacy or data use concern that we have not addressed satisfactorily, please contact our U.S.-based third-party dispute resolution provider (free of charge) at <https://feedback-form.truste.com/watchdog/request>.

Changes to this Notice

GEHC reserves the right to modify this GEHC Notice by posting changes to relevant GEHC websites. If you submit additional GEHC Candidate Data or request to be considered for a GEHC position following the effective date of a modified GEHC Notice, your GEHC Candidate Data will be handled in accordance with the GEHC Notice in effect at that time.

Effective Date: Jan 17th 2024