

JOB APPLICANT PRIVACY NOTICE

Welcome to Lumenis! Your privacy matters to us. This notice outlines how we handle your personal data throughout the recruitment process. We are committed to transparency, ensuring your data is treated with the utmost care and in compliance with applicable data protection laws. Thank you for considering Lumenis as your potential employer.

In this notice, “**we**”, “**us**” and “**our**” means Lumenis Be Ltd. and any of its subsidiaries – Lumenis (Germany) GmbH, Lumenis Be (Italy) Srl, Bios S.r.l, Lumenis Be (UK) Ltd., Lumenis Be (France) SAS and Lumenis Holdings (Holland) BV, as applicable to you, being the entity in which you may apply for a position.

If you have applied for a position in Lumenis Be Ltd. or in any of its subsidiaries, this notice is intended to provide you with information about the types of personal data we collect, use and retain in relation to your application and candidacy, how we use it and what are your rights with regards to your personal data. Please note that some of the processing activities stated in this notice may not always apply to all applicants.

We encourage you to read this notice and make sure that you fully understand and agree to the practices it describes. If you disagree with any of our practices, please avoid providing us with your personal data. You are **not** legally required to provide us with any personal data, but without it we may not be able to process your application.

Personal data that we collect about you

We will collect and process the following types of personal data about you:

- **Information that you provide to us or any of our affiliates, directly or through our online or other service providers.** This includes information about you that you give to us by filling in forms, by providing your CV and/or identification cards, or by communicating with us, whether face-to-face, by phone, e-mail or otherwise throughout the recruitment process. This information may include your full name, e-mail address, date of birth, nationality, work experience, qualification details and other CV related information, education and qualification details, references, photo, marital status, visa status, work eligibility in the relevant country, health information relating to any accessibility or other relevant accommodation needs, home address, home/mobile telephone number, URL of your LinkedIn and other online profiles, the position for which you have been or are being considered, information about your candidacy and employment options (such as availability to be hired and salary expectations), and any additional information you may choose to provide us.
- **Information we collect or generate about you.** This may include data collected or generated during your assessment and interview process (including in the form of interview notes and interview feedback and evaluations), email correspondences between us and other sources (such as recruiting agency and referrals) about your candidacy and internal discussions within our organizations about your candidacy.
- **Information we obtain from other sources.** This may include your social media profiles and other publicly available records. In addition, we may obtain information from third party service providers as provided below. This may include information received from head-

hunters, recruiting agents, referrals, evaluators, background check providers and online recruiting and job application platforms. With your permission, we may also obtain information from references and previous employers.

Uses of your personal data

We will use and process your personal data for the following purposes. If you reside in the EEA or UK, we will rely on the lawful bases detailed below:

Purpose	Lawful Basis for Processing
To determine your suitability for the job, make decisions regarding your application and possible employment terms and inform you of such decisions or otherwise contact you in connection with the recruitment process.	Performance of a Contract Legitimate Interests
To contact you about other suitable roles in the future.	Legitimate Interests Consent (where applicable)
To maintain our internal records of recruitment and employment applications.	Legal Obligations Legitimate Interests
To effectively and efficiently administer and manage the operation of our company.	
To comply with any legal or regulatory obligations to which we are subject (including compliance with any request from regulatory authorities or other relevant public authorities).	
To maintain compliance with internal policies and procedures including for HR and security reasons.	
To carry out our obligations and specific rights in the field of employment law, social security or social protection law (including obligations in relation to health and safety and disability discrimination, occupational health, sickness absence, maternity leave, family emergency leave, paternity leave, parental leave, the legality of personnel working in a particular jurisdiction, which will involve processing data in relation to nationality, work permits and visas, monitoring equality of treatment of staff, in connection with benefits including life assurance benefits, permanent health insurance, private medical insurance or pension, disciplinary action and vetting (where necessary)).	
To ensure a consistent approach to the management of our employee recruiting process and the recruiting processes of our affiliate companies worldwide.	
To establish, exercise or defend our legal rights or for the purpose of legal proceedings.	

In certain circumstances, we may also process sensitive data relating to your ethnicity, gender, and health, to ensure our compliance with our legal obligations and exercise specific rights under applicable law, or pursuant to your explicit consent.

If you reside in a territory governed by privacy laws under which “consent” is the only or most appropriate lawful basis for the processing of personal data as described in this notice, such as Israel, your acceptance of this notice will be deemed as your consent to the processing of your personal data as described. If you wish to revoke such consent, you may do so at any time by contacting us at privacy@lumenis.com.

Disclosure of your information to third parties

We may disclose your personal data to a select group of third parties. These third parties include our service providers and vendors who assist us in the hiring process, such as any recruitment firms that have referred you to us (or vice versa), candidate evaluation centres, applicant tracking systems, recruitment software providers, data storage and cybersecurity services, web analytics, and our business, legal, compliance and financial advisors. These companies may only use your personal data as necessary to provide these services or as otherwise instructed by us, unless they are also acting under your direct instruction as detailed below.

We note that you may have applied to a position with us through third parties, including third party websites that provide recruitment services to us. Such is the case, for example, if you have used the “Careers” page on our website, which in some regions integrates with Comeet, a recruiting and applicant tracking platform, in order to streamline the hiring process. We are not responsible for the privacy statements or other content provided by such third parties or their websites, including any information they may provide to you relating to the collection and use by us of your personal data. The provisions of this notice and our [Privacy Statement](#) prevail over and supersede any such statements and content, to the extent that they relate to us.

If your details are submitted to us by a third-party (such as an employee of Lumenis or a recruiting agency), we can give the third-party access to data including your name, photo and some of the general recruitment status.

If you apply to a job opening using a unique referral link that was provided to you by an employee of Lumenis, we may share your name and some of your general recruitment status, with the person that provided you the referral link.

The purpose of sharing the above information is to operate our incentive programs (e.g. employee referral bonus programs) and to provide feedback to third-parties who submit candidates to us regarding their submission.

Additionally, we may disclose or otherwise allow access to your personal data pursuant to a legal request, such as a subpoena, search warrant or court order, or in compliance with applicable laws, with or without notice to you, if we have a good faith belief that we are legally required to do so, or that disclosure is appropriate in connection with efforts to investigate, prevent, or take action regarding actual or suspected illegal activity, fraud or other wrongdoing. We may also share your personal data with others, if we believe in good faith that this will help protect the rights, property or personal safety of Lumenis, any of our customers or employees, or any member of the general public.

We may share personal data internally between our subsidiaries, for the purposes described in the table above. In addition, we may transfer, disclose or process your personal data in connection with, or during negotiations of, any merger, sale of company assets, consolidation or restructuring, financing, or acquisition of all or a portion of our business by or to another company or in the event of bankruptcy or a comparable event.

International data transfers

Your personal data may be transferred to our international affiliates and the various entities that make up Lumenis' international network, and accessed by authorised Lumenis personnel outside the European Economic Area (“**EEA**”), or outside the UK or Israel, for the purposes identified in the table above. Such transfers include transfers between our EEA subsidiaries and Lumenis Be (UK) Limited.

The personal data that we process about you may also be otherwise transferred to, and stored at, destinations outside the EEA and/or the UK and/or Israel. In all cases, any transfer of your personal data outside the EEA and/or the UK and/or Israel shall be compliant with the applicable data protection law. Any transfer of your personal data outside the EEA or the UK will occur either pursuant to an adequacy decision from the European Commission or the UK Secretary of State, as appropriate, indicating that the destination country ensures an adequate level of data protection, or by implementing Standard Contractual Clauses (SCCs).

You can obtain more details about the protection given to your personal data when it is transferred outside of your country, and a copy of any applicable Standard Contractual Clauses, by contacting us in accordance with the “Contact us” section below.

Retention of personal data

How long we hold your personal data for will vary. The retention period will be determined by the purpose for which we are using your personal data – we will need to keep the data for as long as is necessary for that purpose. For example, we may retain your data after the applied position has been filled or closed so we could reconsider you for other positions and opportunities; so we may use your personal data as reference for future applications submitted by you; in case you are hired, for additional employment and business purposes related to your work; and as reasonably necessary to comply with our legal obligations, to resolve disputes, prevent fraud and abuse, enforce our agreements or otherwise protect our legitimate interests.

Security measures

We have put in place physical, procedural, and electronic security protocols aimed at safeguarding your personal data, aligned with industry standards. However, it's important to note that despite our efforts, we cannot assure the absolute protection and security of any personal data stored with us.

Your rights

You have a number of rights in relation to the personal data that we hold about you. These rights include:

- the right to obtain information regarding the processing of your personal data and access to the personal data which we hold about you;
- the right to withdraw your consent to our processing of your personal data at any time (where our processing is in reliance on such consent). Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally consented to, unless we have another legal basis for doing so;
- the right to receive your personal data in a structured, commonly used and machine-readable format and/or request that we transmit the data to a third party where this is technically feasible;
- the right to request that we rectify your personal data if it is inaccurate or incomplete;

- the right to request that we erase your personal data;
- the right to object to, and the right to request that we restrict our processing of your personal data; and
- the right to lodge a complaint with a data protection regulator if you think that any of your rights have been infringed by us. If you are unsure about which is the correct regulator, please feel free to contact our Data Protection Officer at privacy@lumenis.com for assistance.

You can request to exercise your rights by contacting us using the details set out in the “Contacting us” section below. In certain circumstances, we may request additional information to verify your identity before fulfilling your request. Please note that some of these rights may not be absolute and are subject to legal exceptions and limitations.

Contacting us

If you would like further information on the collection, use, disclosure, transfer or processing of your personal data or the exercise of any of the rights listed above, please address questions, comments and requests to HR_Jobs@lumenis.com.

You may also contact our appointed Data Protection Officer at privacy@lumenis.com.

Changes to this notice

We reserve the right to update this notice at any time, whereby we will make sure that the most recent version will be available upon request by contacting us as set out in this notice.

Last updated: April 2024