

## Information according to Art. 13 and 14 General Data Protection Regulation for Applicants (valid from May 25th, 2018)

The compliance with data protection regulations is of great importance to our company. We would like to inform you about the collection of your personal data below:

### Responsible entity:

As your potential future employer, Varex Imaging processes personal data relating to you. Pursuant to the applicable data protection legislation, the company is considered the "data controller" with regards to such data. In that respect, the Company is fully committed to compliance with applicable data protection legislation.

The Company commits to respect the obligations and principles laid down in the General Data Protection Regulation (GDPR) when it processes personal data relating to you.

Varex Imaging Deutschland AG  
Otto-Brenner-Str. 10  
47877 Willich  
Germany

Varex Imaging Deutschland AG  
Zweigniederlassung/Branch Walluf  
In der Rehbach 22  
65396 Walluf  
Germany

Mevis Medical Solutions AG  
Caroline-Herschel-Str. 3  
28359 Bremen  
Germany

Varex Imaging UK, Limited  
Oncology House, Gatwick Road  
Crawley RH10 9RG  
United Kingdom

Dexela Ltd  
Wenlock Business Centre,  
50-52 Wharf Road, London  
N1 7EU, United Kingdom

Varex Imaging Investments BV  
Belgium Branch  
Park Hill - Bldg B, Mommaerstlaan 16B, 3rd Floor  
1831 Diegem, Flemish-Brabant  
Belgium

Varex Imaging France SARL  
43-47 avenue de la Grande Armée,  
75116 Paris,  
France

Varex Imaging Italia Srl  
TREVIGLIO (BG) VIALE Treviglio (BG),  
Viale Oriano 6, Cap 24047,  
Italy

Varex Imaging International AG  
Hinterbergstraße 24, 6330 Cham,  
Switzerland

Personal data relating to you will be collected as part of the recruitment and selection process. Personal data will also be collected during the course of your employment. The Data will be stored in a computerized personnel data system and/or in a paper-based personnel file.

When starting your new job, please complete the personnel questionnaire. The questions contained in the personnel questionnaire are required to carry out the employment relationship. The processing is based on Art. 6 paragraph 1 lit. b GDPR. The fields marked as voluntary or optional do not have to be filled in.

### Data we need:

We collect core personal data that is necessary to carry out the employment relationship, which is: **Name, address, date of birth, gender, bank details, nationality.**

In addition, we collect and store **information about your employment** with us as well as your **qualifications** and your previous **career history**. This includes, for example, information on the highest school leaving degree or vocational training and the information you provided to us during the application process. Possible data on a **current secondary employment** is relevant to us in order to check the compatibility with your employment.

We also collect **tax and social security**-relevant data. This includes, among other things, your tax identification number, tax class, any child allowances, marital status, among others. This data is gathered in compliance with Tax Law regulation.

We also collect information on taxable pre-employment periods in the current calendar year so that the tax calculation can be adjusted accordingly. We also collect information

on your health insurance and, if necessary, on additional insurance policies relevant to employment in order to be able to meet any payment obligations and reporting obligations.

We do not ask you to provide us with certificates of conduct or creditworthiness or to take part in recruitment examinations.

In certain cases, we may ask you to submit a **work permit** or a **residence permit**. This will only be done if this is necessary to verify the legality of your employment.

As part of the standardization of personnel administration in the Varex Imaging Group, the company uses the Workday application. Specifically for this application, we are currently using the modules "Core HCM" and "Recruiting" from Workday, which mainly process master and organizational data (Core HCM) and applicant data (Recruiting).

Please be aware that Workday is not the only system in place that can process your personal data.

### **Optional information:**

Insofar as we ask you for photos within the framework of the recruitment process, this is done on the basis of a separate declaration of consent, which is voluntary and which you can revoke at any time.

### **Further data processing:**

Within the context of the employment relationship, we collect and process further personal data, including information on periods of illness, absences (holidays, special leave, etc.) or working hours. These data are also being processed if this is necessary for the implementation of the employment relationship according to Art. 6 paragraph 1 lit. b) GDPR or are legitimated by other legal regulations.

We keep a personnel file in which we store all the central information required for the employment relationship. If you would like to view the contents of your personnel file, please contact the HR department.

### **Data deletion:**

All data collected by us will be destroyed or deleted as soon as it is no longer needed for the performance of the employment relationship or as soon as the employment relationship has been terminated and legal retention periods are no longer applicable.

### **Data transfers to third countries:**

Our company is part of an international group of companies in which personnel responsibilities exist across departments, companies, and national borders. For this reason, we may transfer personal information (last name, first name, agency, location, department, position, and salary information) from you to your supervisor at Varex Imaging Corporation in the United States (1678 S. Pioneer Road, Salt Lake City, UT 84104, 1 801 972 5000). This is particularly the case for new hires and the approval of salary increases and bonuses Art. 6 paragraph 1 lit. b) GDPR these data processing is necessary for the execution of the employment relationship. Varex Imaging

Corporation in the USA is EU-US Privacy Shield certified and is therefore obliged to comply with European data protection standards.

As a system for personnel data management, we use the cloud-based Workday procedure. The system is operated by Workday, Inc. on servers in the USA. Workday, Inc. is EU-US Privacy Shield certified and is therefore obliged to comply with European data protection standards.

### **Confidential treatment of your data:**

Your data is treated confidentially. We only transfer data to third parties if this is absolutely necessary and there is a legal basis, e. g. to

- Banks and tax consultants to calculate and pay wages and salaries,
- Social security agencies and tax offices to comply with our legal obligations.

If necessary, we may also pass on your data to service providers who support us, for example, in the areas of IT or archiving and destruction and with whom separate contracts for order processing have been arranged.

Furthermore, in special cases, further legal obligations may exist for the transmission of data. These transmissions don't take place in general, but only in specific individual cases.

### **Access rights**

In addition, the company will ensure that everyone managing and possessing personal data:

- Understands that they are contractually responsible for complying with data protection applicable laws and internal guidelines;
- Is appropriately trained to do so;
- Is appropriately supervised.

### **Your privacy rights:**

As a data subject, you have the right to be informed about the personal data concerning you as well as to have inaccurate data corrected or deleted in compliance with the scenarios set up in Art. 17 GDPR.

Additionally, you have the right to object or restrict the company's processing of your personal data if such processing is unlawful and the right to request the portability of your data, that is, the transferring of your data to you or to another data controller, when applicable.

Any data subject has the right of appeal to a supervisory authority if he or she considers that the processing of data concerning him or her is in breach of data protection legislation. The right of appeal may be exercised before a supervisory authority in the

Member State of residence or employment of the person concerned or the place of alleged infringement.

**Our data protection officer:**

You also have the right to contact our data protection officer at any time, who is obliged to maintain confidentiality regarding your request. The contact details of our data protection officer are as follows:

CONTACT DETAILS	
Peter Suhren FIRST PRIVACY GmbH Konsul-Smidt-Straße 88 28217 Bremen	Tel.: 0421 696632-80 Fax: 0421 696632-11 E-Mail: <a href="mailto:office@first-privacy.com">office@first-privacy.com</a> Web: <a href="http://www.first-privacy.com">www.first-privacy.com</a>

We will gladly provide you with further information on request.

In addition, the group-wide responsible for data protection issues are at your disposal.

Data Privacy and Ethical Compliance Officer  
Albert Stopniewicz  
Varex Imaging Corporation  
1678 S. Pioneer Road,  
Salt Lake City, UT 84104, USA  
Mail: [albert.stopniewicz@vareximaging.com](mailto:albert.stopniewicz@vareximaging.com)