

PROTECTING APPLICANT PRIVACY

Bausch & Lomb is committed to protecting your privacy. In order to do so, we limit the personal information collected about Bausch & Lomb applicants, and we take steps to safeguard the personal information that is collected. This document explains the categories of personal information we collect about you, why we collect that information, and to whom that information may be disclosed.

What Personal Information Do We Collect?

Bausch & Lomb collects information about who you are and how to contact you, including your name, gender, birth date, eligibility to work in the location you apply for, and contact information at home and at work. We also collect information about your work experience, education, and qualifications for employment at Bausch & Lomb, including information provided by previous employers and other references or gathered in the course of conducting a background check.

Bausch & Lomb limits its collection and use of sensitive personal information.

Bausch & Lomb may check your references, collect personal information about you from a third party or outside source, and/or verify personal information you provide to us.

Why Do We Collect Your Personal Information?

Bausch & Lomb limits the collection and processing of personal information to that which is fair, lawful, relevant to, and not excessive for its legitimate interest, namely:

- To make recruitment and/or employment decisions;
- To plan and operate our business;
- To establish, assert, or defend our legal rights or obtaining legal advice;
-
- To comply with law, regulation or valid legal process;
- In connection with other important employment-related purposes such as equal opportunities monitoring; and
-
- Any other lawful purpose in an emergency.

Bausch & Lomb will ask for your permission before using your personal information for anything else. **Who Has Access to Your Personal Information and Where is it Processed?**

Your personal information may be accessed by Bausch & Lomb human resources administrators, supervisors, and other personnel as necessary to perform their respective functions. We may also disclose your personal information to third parties as needed to achieve the purposes described above. For example, Bausch & Lomb uses contractors and vendors to perform certain services, such as, for background checks. These vendors and contractors must agree to protect your personal information and to act only on behalf of and at the direction of Bausch & Lomb as may be required under law. In appropriate circumstances, we may disclose your personal information to law enforcement or regulatory authorities as permitted by law.

We may also transfer your personal information to other Bausch & Lomb divisions for recruiting purposes including to the U.S. where data protection laws do not offer the same level of protection. However, Bausch & Lomb entered into agreements approved by the European Commission to safeguards your information. You can obtain a copy of this agreement by contacting Bausch & Lomb at the address below.

Protecting Your Personal Information

Bausch & Lomb has implemented an information security program that includes physical, technical and organizational measures to protect your personal information from unauthorized access, unlawful processing, and accidental loss, destruction, or alteration.

Your Rights

Subject to limitations in applicable law, you have certain rights in respect of your personal information, such as a right of access, rectification, restriction, opposition and deletion. If you want to exercise those rights, please contact us at the address below.

Retention

If we do not offer you employment, we will retain personal information about you for no longer than necessary to make a hiring decision, respond to challenges about a hiring decision, assert or defend our legal rights, or comply with law or regulation, unless you agree to be considered for future vacancies.

Further Information

If there are any questions about the above, or you wish to oppose our use of your personal information, please contact MyHr.uk@bausch.com.

In case you have concerns about our processing of your information, you can contact our Data Protection Officer at: DPO@bausch.com. You also have a right to lodge a complaint with the Supervisory Authority for data protection in your country.