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Country Specific Provisions (People's Republic of China) to the Global Candidate Privacy Notice 《全球候选人隐私声明》之中华人民共和国特别条款

These Country Specific Provisions supplements the Global Candidate Privacy Notice ("Privacy Notice"), and provides specific provisions which only apply to People's Republic of China (PRC).
以下为针对《全球候选人隐私声明》（简称“《隐私声明》”）的中国特定条款补充，本条款仅适用于中华人民共和国境内。

Definition and interpretation 定义与解释

"Personal Data" means "Personal Information" in the PRC Law, hereinafter as Personal Information. The *Personal Information Protection Law*, Personal Information specifically refers to various types of information recorded electronically or otherwise relating to identified or identifiable natural persons, excluding anonymized processed information and any other information Givaudan may directly or indirectly obtain from you.

“个人数据”在中国法中指“个人信息”（以下简称**个人信息**），根据《个人信息保护法》具体是指以电子或者其他方式记录的与已识别或者可识别的自然人有关的各种信息，不包括匿名化处理后的信息，以及奇华顿可能直接或间接从您那里获得的关于您的任何其他信息。

"Data controller" means "Personal Information Processor" in the PRC Law, hereinafter as Personal Information Processor.

“数据控制者”在中国法中指“个人信息处理者”（以下简称**个人信息处理者**）。

How do we protect personal information? 我们如何保护个人信息？

In accordance with requirements of the PRC law, **Givaudan** is obligated to comply with the provisions of laws, administrative regulations, and mandatory national standards. Based on the cybersecurity level protection, **Givaudan** must strengthen network data security defenses, establish and improve network data security management systems, and implement technical measures such as encryption, backup, access control, and security authentication, as well as other necessary measures. These measures are designed to protect network data from tampering, destruction, leakage, or illegal access, acquisition, and use. **Givaudan** also handle network data security incidents and prevent illegal and criminal activities targeting and utilizing network data.



We are responsible for the security of the network data we process. (*Regulations on Network Data Security Management, Art.9*)

根据中国法的相关要求，我们应当依照法律、行政法规的规定和国家标准的强制性要求，在网络安全等级保护的基础上，加强网络数据安全防护，建立健全网络数据安全管理制度，采取加密、备份、访问控制、安全认证等技术措施和其他必要措施，保护网络数据免遭篡改、破坏、泄露或者非法获取、非法利用，处置网络数据安全事件，防范针对和利用网络数据实施的违法犯罪活动，并对所处理网络数据的安全承担主体责任。（《中华人民共和国网络安全法》第9条）

Your rights 您的权利

For individuals residing in the PRC, the following additional rights are available to you:

对于在中华人民共和国境内（不包括香港、澳门、台湾）的个人，您可行使以下附加权利：

1) Right not to be subject to automated individual decisions 不受自动化个别决策制约的权利。

In order to pre-screen candidates, Givaudan sometimes set up systems that make decisions to accept or reject your application based on certain criteria we define. Additionally, some of our assessments are computer-based, and the results may not be reviewed by a human; in such cases, we will notify you at the beginning of the assessment.

为了对求职者进行预筛选，我们有时会设置系统，使它根据我们定义的某些标准单独决定接受或拒绝您的申请。此外，我们的某些评估是基于计算机的，评估结果不一定经过真人检查，在这种情况下，我们会在评估开始时通知您。

If the decision regarding your application is made solely by a machine, you have the right to request a human review of such decisions.

如果对您申请的决定是由机器单独做出的，您有权要求此类决定再经过真人的复审。

2) Right to request interpretation 要求解释说明的权利。

You have the right to request Givaudan to interpret our Privacy Notice.

您有权要求我们对个人信息处理规则进行解释说明。

3) Right to lodge a complaint 提出投诉的权利。

Givaudan will establish a convenient application and processing mechanism for you to exercise your rights. In cases where Givaudan is unable to respond to your request to exercise your rights, we will provide you with the reasons to the best of our ability. Additionally, if you have any objections to our handling of your personal information, you have the right to file a complaint or report to the department responsible for personal information protection.

我们会建立便捷的个人行使权利的受理和处理机制给您。对于无法响应您行使权利的请求的情形，我们将尽最大可能向您说明理由。此外，若您对我们处理您的个人信息的活动有异议时，您有权向履行个人信息保护职责的部门进行投诉、举报。

Other important information you need to know 您需要了解的其他重要信息

Use of Artificial Intelligence (AI)

人工智能 (AI) 的使用

According to Article 24 of the *Personal Information Protection Law*, if a decision is made through automated decision-making that significantly impacts your personal rights and interests, you have the right to request an explanation from Givaudan and the right to refuse decisions that are solely based on automated decision-making.

根据《中华人民共和国个人信息保护法》第二十四条规定，若通过自动化决策方式作出对您个人权益有重大影响的决定，您有权要求奇华顿予以说明，并有权拒绝我们仅通过自动化决策的方式所作出决定。

International Data Transfer

国际数据传输

If Givaudan transfer your personal information outside of China (excluding Hong Kong, Macau and Taiwan), Givaudan shall make sure that your personal information is protected according to the applicable law. Personal information transferred outside of China are received and processed by Givaudan International SA. More information about the personal information transfer and/or the safeguards in place, including how to obtain a copy of it, you can contact our Group Data Protection Office at global.dataprotection@givaudan.com.

如果我们将您的信息传输到中华人民共和国（不包括香港、澳门、台湾）境外，我们将确保您的信息受到适用法律要求的保护措施。您的信息传输到中华人民共和国境外的，将由 Givaudan International SA 接收并处理。如果您希望获得有关您的信息传输和/或已实施的保护措施（包括如何获得其副本）的更多信息，您可以通过 global.dataprotection@givaudan.com 与我们联系。



According to the PRC Law, please refer the list of personal information collected as follows.
根据中国法的相关要求，收集个人信息的清单请具体如下。

List of Collected Personal Information
收集个人信息情况的清单

	Collection Purpose 收集目的	Collection Methods 收集方式
name 姓名	In order to facilitate your application for a position or the creation of a job profile through the company's internal recruitment website, we will ask you to provide some information. 为便于您通过公司的招聘内户网站申请职位或者创建求职档案，我们会要求您提供一些信息	direct from individuals 个人主动提供
gender 性别		
nationality 国籍		
email address 电子邮箱地址		
phone number 电话号码		
certification 资质		
past professional experience 此前执业经历		
CV 简历		
Other information related to the position you are applying for 与您申请职位相关的其他信息		
Other information related to future positions you are interested in 与您感兴趣的未来职位相关的其他信息		
video 视频	During the application process, we may require you to answer some questions in the form of a video interview. 在申请期间，我们可能以视频面试的形式要求您回答一些问题	

	Collection Purpose 收集目的	Collection Methods 收集方式
qualification certificates 资质证明	When you accept our job offer, we may collect additional personal information from you in order to facilitate the preparation of your employment contract and other onboarding requirements. 当您接受我们的职位时，可能会收集您的其他个人信息，以便于为您办理聘用合同等入职准备	
information you provide to third parties 您向第三方提供的信息	We have signed contracts with recruitment agencies to assist us in finding the most suitable candidate for a position. We may also obtain information about you from them. 我们与招聘中介机构签订合同，使其协助我们找到某职位最合适的应聘者，我们也可能从他们那里获得有关您的信息。	the third party 第三方
personal profiles on LinkedIn and various recruitment platforms LinkedIn 和各种招聘平台上的个人档案	We have a "Recruiter Account" on LinkedIn, which allows us to view your complete profile, create a list of promising candidates, or directly post comments on our LinkedIn platform. 我们在 LinkedIn 上拥有一个“招聘者帐户”，使我们能够查看您的完整个人档案并创建有希望候选人的名单，或直接在我们的 LinkedIn 平台上创建评论。	LinkedIn and relevant recruitment platforms LinkedIn 和相关招聘平台
name and phone number 姓名和联系方式	If a Givaudan employee refers you to a vacancy at Givaudan, he/she will provide your name and contact information with your consent. We will use this information to link your name with the employee who referred you.	Givaudan employees who recommend positions to you 向您推荐职位的奇华顿员工



	Collection Purpose 收集目的	Collection Methods 收集方式
	若某位奇华顿员工向您提供在奇华顿的空缺职位，他/她将在您同意的情况下提供您的姓名和联系方式。我们将借助这些信息将您的姓名与推荐您的员工联系在一起。	
certification and background 资质及背景	For certain functions or positions, we may conduct a background check to verify whether you possess the skills, qualifications, and background required for a specific role, as well as to verify your information or criminal record. However, we will notify you of this request. 对于特定职能或职位，我们可能会进行背景核查。用以验证您是否具有某特定职能所需的技能、资质和背景以及验证您的信息或犯罪记录。但我们将会通知您这一请求。	verification agency 核查机构

Any other matters not covered above, please refer to the Givaudan Global Candidate Privacy Notice.
其余未尽事宜，烦请参照奇华顿全球应聘者隐私声明。