

## Goodyear - Applicant Privacy Statement

The purpose of this Applicant Privacy Statement (the “**Statement**”) is to inform you about our use of your personal data and our commitment to your privacy. We seek to provide a safe and confidential means for recruiting candidates through an electronic job application process for positions within our organization (the “**Application System**”). As data controllers, Goodyear Tire & Rubber Company, an Ohio corporation established at 200 Innovation way, Akron, 44136 Ohio, United States of America with Goodyear Dunlop Tires Operations S.A., a Luxembourg corporation established at Avenue Gordon Smith, L-7750 Colmar-Berg, Grand-Duchy of Luxembourg acting as its representative for the European Union as well as your potential Goodyear employer(s) (together “**Goodyear**”) are responsible for processing your personal data.

We invite you to carefully review this Statement and Goodyear’s Applicant Privacy Policy below (the “**Policy**”) before creating a candidate profile and/or submitting your online application to us using the Application System. By agreeing to the Statement and the Policy, and by using the Application System, you acknowledge that you have read the terms of the Statement and the Policy and (for countries where consent is required) you consent to our collection, use and storage of your personal data as described in the Statement and the Policy, including the automated decision-making described in Section 2 of the Policy.

The Policy describes the personal data we collect about you through your use of the Application System, the reasons why we collect such personal data, what we do to protect your personal data as well as your rights with regard to the personal data you submit.

The personal data you are providing to us via the Application System forms part of your request that we take steps to possibly enter into a future contractual relationship.

Your application and any additional information you voluntarily provide to Goodyear will be collected and stored in our global Goodyear recruitment database located on the servers of our dedicated cloud services provider, SuccessFactors, a company incorporated under US laws, with its global headquarters at 1 Tower Place, Suite 1100, South San Francisco, CA 94080, United States of America (“**Workday**”). Our agreement with SuccessFactors requires it to process your information securely and to abide by Goodyear’s privacy policies and requirements with regard to your information including your personal data. Such personal data will also be processed in the United States of America by Goodyear with a view to an efficient and streamlined recruitment process. In addition, the information (including the personal data) you provide may be stored on servers and facilities located in other countries. For that purpose, we have put in place appropriate transfer solutions to ensure an adequate protection of your personal data.

Goodyear is committed to protecting the personal data of all applicants including current employees applying for a new position. Your personal data will be used solely for purposes related to our recruitment process including updating you on the current open positions within Goodyear and for reporting purposes as may be required by applicable law and as set out in the Policy below. Your personal data will be accessible only to individuals within Goodyear involved in the recruitment process and to third parties acting on Goodyear's behalf to process your information. Any third party having access to your personal data is required by Goodyear to treat your information in accordance with our instructions and use it only for the above purposes and in compliance with the Policy.

You may update or delete your personal data on the Application System at any time, except that Goodyear will retain any application you submit and the information stored as described below in the Policy.

### **Goodyear - Applicant Privacy Policy**

Goodyear respects the privacy of applicants who submit their application online to any Goodyear entity using the Application System. This Policy is intended to inform you about how the personal data (defined as any information relating to an identified or identifiable natural person) you submit as a new job applicant or as an employee of any Goodyear entity through the Application System will be processed by Goodyear and third party service providers who assist Goodyear with applications' process. This Policy explains the categories of personal data we collect about you, how and why we collect this personal data, to whom that personal data may be disclosed, how long we retain your personal data and your rights in this respect.

#### **What personal data do we collect?**

In order to submit your application, you will need to provide us personal data relating to you, more specifically about who you are and how to contact you. This includes your name, gender, birth date, eligibility to work in the concerned country, and contact information at home and at work (e.g. postal and email addresses as well as fixed and mobile phone numbers). You will also be asked to provide information about your work experience, education, language skills, qualifications for employment at Goodyear Group, including information provided by previous employers, memberships and other references.

To the extent permitted by applicable law, Goodyear may check your references (background, criminal, medical and/or drug records). For that purpose, Goodyear may collect and process the related personal data about you from any third party or outside source and verify the related personal data you provide to us.

#### **Why do we collect your personal data and on which basis?**

Goodyear collects and uses your personal data for the purpose of determining your qualifications for employment and reaching a hiring decision, as well as to comply with applicable laws and regulations, such as laws related to the evaluation of those seeking employment, or to defend ourselves in claims under such laws.

The personal data you submit will not be used for any other purposes nor in the framework of any automated selections or decisions except that you will not be able to submit your application if it does not meet the objective criteria required to apply for the relevant position (e.g. a required degree). In that case, you have the right to require a human intervention on the part of Goodyear to express your point of view and challenge the decision by contacting us by post at Goodyear Privacy Office, 200 Innovation way, Akron, 44136 Ohio, United States of America or by e-mail at [privacy\\_office@goodyear.com](mailto:privacy_office@goodyear.com).

Our processing of your personal data for the above purposes is necessary in order for us to take steps to consider entering into a future contractual relationship as requested by you. This is the legal basis on which we are allowed to process your personal data. If you do not provide your personal data to us or do not enable us to process it as part of your application, we are not in a position to consider you for any position at Goodyear.

#### **Who has access to your personal data and where is it processed?**

Your personal data may be accessed by our human resources administrators, supervisors, and other personnel within Goodyear Group as necessary to perform their respective functions with regard to recruitment, human resources management or employment law.

The data entered onto the Application System will be processed and stored on servers and facilities in the United States of America or in countries outside the European Economic Area (“**EEA**”) that do not offer an adequate level of data protection from the viewpoint of the law of the European Union (the “**Third Countries**”). Such processing and storage shall be carried out by Goodyear with a view to an efficient and streamlined recruitment process, in line with European Union data protection standards and in line with the data protection laws of the countries from where personal data is transferred.

In addition, your application and any additional information (including personal data) you voluntarily provide to Goodyear will be collected and stored in our global Goodyear recruitment database, located on the servers of SuccessFactors acting as data processor on our behalf and under our instructions.

We may also disclose your personal data to other third parties as needed to achieve the purposes described above. Goodyear indeed uses contractors and vendors to perform certain services, i.e. background (references), criminal, medical and/or drug checks to the extent permitted by applicable law. These vendors and contractors must agree to protect

your personal data and to act only on behalf of and upon instructions of Goodyear as may be required under law. In appropriate circumstances, we may also be required to disclose your personal data to law enforcement or regulatory authorities as permitted or required by law.

To enable a valid transfer of your personal data among Goodyear entities or to SuccessFactors and the above contractors and vendors (within and outside the Goodyear Group), which are located in Third Countries, they have entered or will in due time enter into EU standard contractual clauses with the relevant Goodyear entity exporting from the European Union to ensure the required level of protection for the transferred personal data. A copy of these contractual documents may be obtained upon request.

Third Countries may include countries such as the Philippines, India and Singapore.

### **Protecting your personal data**

Goodyear has implemented an information security program that includes physical, technical and organizational measures to protect your personal data from unauthorized disclosure or access, unlawful processing, and accidental or unlawful loss, destruction, or alteration. In addition, you must keep any password relating to the access to the Application System confidential.

### **Personal data retention**

If we do not offer you the position for which you entered an application or if you do not accept our offer, we will retain the personal data you submitted in your application so as to enable us to (i) update you on the current open positions within Goodyear, (ii) respond to challenges about a hiring decision (unless you delete your profile), (iii) assert or defend our legal rights and/or (iv) comply with applicable laws and regulations. We will not retain your personal data for longer than necessary for the above purposes and will delete it in compliance with local data retention legal requirements. If you do accept our offer, we will retain your application together with your employment records in compliance with applicable laws and regulations. In addition to the above, we will retain your personal data in anonymized or pseudonymized form for analytics purposes so that we may evaluate the effectiveness of Goodyear's sourcing and recruiting processes.

### **Your access to your personal data**

Once you have established a personal profile via the Application System, you will have access online to correct or update the information it contains, including your personal data. You also will be able to delete this information, except that Goodyear will retain (i) any application you submit as described above in Section 5, and (ii) information that is part of

your employment record if you already are an employee of a Goodyear entity. You will then be informed about the fields which need to be completed in order to ensure the continuity of the employment relationship. Once you have submitted your application for a specific position, you will not be able to update the information contained in that application. You can submit a new application when applying for other positions.

More generally, to the extent granted to you under applicable law, you may exercise any rights of access to, rectification or erasure of, your personal data, any right to restrict or object to the processing of such personal data as well as any right to request the portability of such personal data to you or someone else, where applicable. To do so, you should send a written and signed request to Goodyear's Privacy Office at 200 Innovation way, Akron, 44136 Ohio, United States of America or by e-mail at [privacy\\_office@goodyear.com](mailto:privacy_office@goodyear.com).

### **Changes to this policy**

From time to time, Goodyear may revise this Statement and Applicant Privacy Policy in which case the date indicated at the end of this Statement and Policy will be updated. Applicant's personal data will be ruled by the version of the Applicant Privacy Policy which was applicable at the time you entered your information via the Application System.

### **Further information**

If there are any questions about the above or if you are not satisfied with the way we process your personal data, please contact Goodyear's Privacy Office at [privacy\\_office@goodyear.com](mailto:privacy_office@goodyear.com). If you are located in the EEA, you also have the right to lodge a complaint with the competent data protection authority.

This Statement and Policy was last updated April 2018.

### **Read Less**

CHECK MARK HERE I agree to creating this account to allow me to apply for positions with Goodyear.