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lululemon应聘人隐私声明（中国大陆）
lululemon Applicant Privacy Notice (Mainland China)

lululemon应聘人隐私声明（以下简称"**本隐私声明**"）旨在解释露露乐蒙贸易（上海）有限公司及其位于中国大陆的分公司或关联公司（以下简称“我们”或“lululemon”）如何收集、使用、处理、传输、披露或存储（以下分别称为或合称为“使用”）您（以下简称“您”或“应聘人”）的个人信息。

lululemon Applicant Privacy Notice ("Privacy Notice") explains what personal information lululemon Athletica Trading (Shanghai) Ltd. and its branches or associated companies in China Mainland (“our” or “us” or “lululemon”) collect, use, process, transfer, disclose or store (each separately or together “Use”) about you (“you” or “Applicant”).

本隐私声明不适用于我们在您作为lululemon客户或lululemon相关网站访客时收集到的您的个人信息。欲知您当地适用的客户或访客隐私政策，请查看相应网站： www.lululemon.cn。

This Privacy Notice does not apply to information collected about you as a lululemon customer or visitor to lululemon-affiliated websites. Please check the customer or visitor’s Privacy Policy applicable to your country on www.lululemon.cn.

本隐私声明将帮助您了解以下内容：

This Privacy Notice will help you understand the following:

一、我们如何收集和使用您的个人信息
How Do We Collect and Use Your Personal Information

二、我们如何共享、转移和公开披露您的个人信息
How Do We Share, Transfer, and Publicly Disclose Your Personal Information

三、我们如何存储及保护您的个人信息
How Do We Store and Protect Your Personal Information

四、我们如何对您的个人信息进行跨境传输
How Do We Transfer Your Personal Information Abroad

五、您如何行使您的个人信息权利
How Do You Exercise Your Rights to Your Personal Information

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How to Contact Us

七、本隐私声明如何更新
How Is This Privacy Notice Updated

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一、我们如何收集和使用您的个人信息
How Do We Collect and Use Your Personal Information

(一) 在您应聘lululemon职位的过程中，我们将通过lululemon线上平台直接向您收集、或通过第三方招聘平台（如猎聘、前程无忧51job、BOSS直聘等）收集、以及在与您互动过程中形成您的个人信息。我们会将您的个人信息用于以下目的（其中，以**加粗**和**下划线标注**的个人信息可能属于**敏感个人信息**）：

During the recruitment process for positions with lululemon, we collect information that you provide directly to us online, information you provide to us through third party HR service platforms (such as Liepin, 51 Job or BOSS Zhipin, etc.), and information about you that we develop during our interaction with you. We will use your personal information for the following purposes (where personal information marked in **bold** and **underlined** may be **sensitive personal information**):

请您知悉，我们将主要依据您所作出的同意来处理您的个人信息，但如果相关法律法规规定的其他合法基础适用，我们将根据相应合法基础处理您的个人信息。此外，以下个人信息仅在其适用的场景下处理，且并非每位应聘人的以下所列全部信息均会被处理。对于未在下文中列明的您的个人信息，或为实现相关场景下的处理目的所需可能向您补充收集的个人信息，我们将在开展相关个人信息处理活动前另行告知，并按照《个人信息保护法》等法律法规的要求取得您的同意或满足其他合法性基础，对于另行告知时未明确说明的个人信息处理规则，适用本规定的相应条款。

Please note that we will primarily rely on your consent as the legal basis for processing your personal information. However, where other legal bases provided by applicable laws and regulations apply, we will process your personal information on such legal bases accordingly. In addition, the personal information listed below will only be processed in applicable scenarios, and not all of the information listed below will be processed for each Applicant. For your personal information not listed below, or personal information that may be additionally collected from you to achieve the processing purposes in relevant scenarios, we will notify you separately before carrying out relevant personal information processing activities, and obtain your consent or meet other legal bases in accordance with the requirements of the Personal Information Protection Law and other laws and regulations. For personal information processing rules that are not clearly stated in separate notification, the corresponding provisions of this Privacy Notice shall apply.

个人信息类型 **Types of Personal Information**	**处理目的** **Processing Purposes**
1、招聘评估信息 **Recruitment and Assessment Information** • **个人特征及沟通偏好：**性别、地区信息（地区、省份、州、城市、区）、沟通偏好语言及称呼代词。 **Personal characteristics and communication preferences:** gender, region information (region, province, state, city and district), preferred language of communication and preferred pronoun.	**开展岗位申请、候选人评估及背景调查，包括：** **Conducting job application, candidate assessment and background checks, including:** • 了解候选人的教育、工作及项目经历、语言能力和沟通偏好。 To understand the candidate's education, work and project experience, language skills and communication preferences.

个人信息类型 **Types of Personal Information**	处理目的 **Processing Purposes**
• **求职及任职资格信息：**简历（可能包含照片）、教育背景（最高教育水平、最高学历证书副本）、工作经历、项目经历及语言能力。 **Application and qualification information:** resume (which may contain a photo), educational background (highest education level and copy of the highest education certificate), work experience, project experience and language skills. • **薪酬及任职安排信息：薪资信息（薪资证明、期望收入、年总收入、月基础工资、上次调薪比例及日期、保证收入月数、目标奖金、实际支付比例及日期、津贴及类型、长期激励奖金及方式明细）**、预计入职日期及竞业期限。 **Compensation and employment-arrangement information: Compensation Information (Salary Proof, Expected Salary, Annual Total Compensation, Monthly Base Pay, Last Merit Rate and Date, Guarantee Month, Target Bonus, Actual Payment Rate and Date, Allowance and Type, Long-term Incentive and Plan Details)**, target onboarding date and non-compete period. • **合规及背景调查信息：**政府工作人员关系，包括本人或直系亲属是否为政府工作人员及相关职位说明，以及是否经政府工作人员推荐及相关关系说明。 **Compliance and background-check information:** government official relationships, including whether you or an immediate family member is a government official and the relevant position, and whether you were referred by a government official and the relevant relationship.	• 评估候选人的任职资格、薪酬期望、可入职时间及潜在竞业限制。 To assess qualifications, compensation expectations, availability and potential non-compete restrictions. • 识别与政府工作人员关系等潜在合规风险，并支持招聘决定及录用条件沟通。 To identify potential compliance risks, including government official relationships, and support hiring decisions and discussions of employment terms.
2、招聘与入职前建档共用信息 **Information Used for Recruitment and Pre-Hire File Establishment** • **基本身份及联系信息：**姓名、出生日期、联系方式（手机号、联系电话、邮箱）及居住地址。 **Basic identity and contact information:** name, date of birth, contact information (mobile number, telephone number and email address), and residential address. • **身份证件及国籍信息：身份证号码、身份证复印件、政府签发身份证件副本、护照号码**，以及国籍和公民身份状态。 **Identification and citizenship information: ID card number, copy of ID card, copy of government-issued identification document, passport numbe**r, nationality and citizenship status. • **合规声明信息：**利益冲突声明。 **Compliance declaration information:** conflict-of-interest declaration. • **健康信息：健康证明、体检报告** **Health information: health card information, medical examination report**	**开展岗位申请、候选人评估及背景调查，包括：** **Conducting job application, candidate assessment and background checks, including:** • 接收、管理岗位申请，并与候选人联系及安排招聘流程。 To receive and manage job applications, communicate with candidates and arrange recruitment steps. • 核验候选人身份，评估其与岗位的匹配程度，并在适用情况下开展背景调查。 To verify identity, assess suitability for the role and conduct background checks where applicable.

个人信息类型 **Types of Personal Information**	处理目的 **Processing Purposes**
	入职前档案建立 **Estiblishing Pre-Hire File, including:** • 为拟录用候选人建立入职前档案，并为办理后续入职手续作准备。 To establish pre-hire files for successful candidates and prepare for onboarding formalities.
3、入职前建档所需额外信息 **Additional Pre-Hire File Information** • **个人基本情况：**年龄、**婚姻状况**及员工类型。 **Basic personal information:** age, **marital status** and employee type. • **银行账户信息：账户持有人姓名、银行卡号、银行名称及支行、银行识别码、账户类型、账户姓名及银行卡副本。** **Bank account information: account holder name, bank card number, bank name and branch, bank identification code, account type, name on account and copy of bank card.** • **紧急联系人信息：**紧急联系人的姓名、与您的关系及手机号码。 **Emergency contact information:** the emergency contact's name, relationship to you and mobile phone number. • **入职证明材料：**离职证明及劳动手册（仅上海）。 **Pre-employment supporting documents:** copy of termination certificate and labor manual (Shanghai only).	**入职前档案建立** **Estiblishing Pre-Hire File, including:** • 核实拟录用人员的入职资格，并建立及完善入职前人事档案。 To verify eligibility for onboarding and establish and complete the pre-hire personnel file. • 办理薪资账户、紧急联络及当地入职手续。 To arrange payroll account, emergency contact and local onboarding formalities. • 确定员工类型，并为劳动关系建立及入职安排作准备。 To determine employee type and prepare for establishing the employment relationship and onboarding arrangements.

(二) 我们还可能出于以下合法性基础和目的处理上述个人信息，包括但不限于：
We may also process the above personal information for the following lawful bases and purposes, including but not limited to:
1.我们可能会在lululemon需要履行法定义务的情况下处理您的个人信息，其目的包括但不限于以下方面：
We may process your personal information as required for the performance of legal obligations by lululemon for the purposes including but not limited to

- 回应监管部门或其他法定机构依法提出的要求，以及出于审计、合规、调查和检查目的；以及

  responding to requests from regulators or other statutory bodies according to law and for the purpose of audit, compliance, investigation and inspection; and
- 为寻求法律救济而用于仲裁、诉讼等法律程序，以维护我们公司自身的合法权益。

seeking legal remedies in arbitration, litigation and other legal proceedings to protect our own legal rights and interests.

2.我们也可能在lululemon需要应对突发公共卫生事件、或在紧急情况下保护自然人的生命健康或财产安全时处理您的个人信息。
We may also process your personal information where lululemon needs to respond to a public health emergency, or to protect the life, health or property of a natural person in an emergency situation.

(三) 为上述所列目的而处理的个人信息之中，除非获得关于处理应聘人敏感个人信息的单独同意，否则lululemon不会处理应聘人的敏感个人信息（根据可适用的相关法律法规无需征得应聘人同意的情形除外）。在我们没有要求您提供的情况下，请勿通过简历、附件或其他形式提供您的敏感个人信息，但如果您主动提供，将视为您已经同意我们出于上述目的对您提供的敏感个人信息进行处理。lululemon在收集和处理应聘人的敏感个人信息时，将严格遵守充分必要、最小范围、最小影响等原则，并且在现有技术条件允许的情况下，对应聘者的敏感个人信息采取严格的保护措施。请您理解，如您不同意我们对您上述可能属于个人信息（特别是敏感个人信息）的信息进行处理，或者撤回同意，则我们将无法（或者在您撤回同意之后将无法）核实您的身份，评估您是否适合所申请的职位或岗位，以及开展出于顺利推进应聘流程所需的各项活动。请知悉，您撤回同意的决定，不会影响此前基于您的同意而开展的个人信息处理活动。
With respect to the personal information processed for the purposes set forth above, lululemon will not process the sensitive personal information of applicants unless separate consent for the processing of such sensitive personal information is obtained (except where consent from the applicant is not required under applicable laws and regulations). Please do not provide your sensitive personal information through your resume, attachments or other means if we have not requested it; however, if you voluntarily provide such information, you shall be deemed to have consented to our processing of the sensitive personal information provided by you for the aforementioned purposes. When collecting and processing applicants' sensitive personal information, lululemon will strictly abide by the principles of adequacy, necessity, minimum scope and minimum impact, and take strict protection measures for applicants' sensitive personal information to the extent permitted by existing technologies. Please understand that if you do not consent to our processing of your information that may constitute personal information (especially sensitive personal information) as described above, or if you withdraw your consent, we will not be able to (or will no longer be able to after you withdraw your consent) verify your identity, assess your suitability for the position you apply for, or carry out various activities necessary to facilitate the application process. Please note that your decision to withdraw consent will not affect the personal information processing activities carried out based on your consent prior to the withdrawal.

二、我们如何共享、转移和公开披露您的个人信息
How Do We Share, Transfer, and Publicly Disclose Your Personal Information

(一) 委托处理您的个人信息
Entrust the Processing of Your Personal Information

lululemon会委托以下对象在lululemon授权的范围内处理您的个人信息：
lululemon will entrust the processing of your personal information to the following parties within the scope authorized by lululemon:

- lululemon的服务提供商，但仅限于完成其职责和/或为lululemon提供管理、人力与文化或技术支持服务所需的范围及上述用途范围。服务提供商包括但不限于人力资源服务供应商、网站支持公司等；

  service providers of lululemon to the extent required to complete their duties and/or provide administrative, People & Culture or technological support services to lululemon within the scope of the purposes identified above, including but not limited to recruitment system service providers, website support companies;

- 您同意委托其处理或指示我们委托其处理您个人信息的任何其他第三方。

  any other third party or parties where you consent to such entrustment or instruct us to entrust the processing of your personal information.

(二) 共享您的个人信息
Share Your Personal Information

lululemon会不时与下列对象共享您的个人信息：
From time to time, lululemon may share your personal information with:

- 政府机关，但仅限于适用法律要求的范围；

  government agencies to the extent required to comply with applicable laws;

- 您同意向其披露或指示我们与其共享您个人信息的任何其他第三方；

  any other third party or parties where you consent to such disclosure or instruct us to share your personal information;

- 为遵守适用法律或在其他法律允许的范围内共享；

  comply with applicable law or as otherwise permitted by the law;

未来我们如确需在上述情形下向其他第三方提供您的个人信息的，我们将在相应页面或通过其他适当方式向您告知相关详细情况，并取得您的单独同意或具备其他合法事由。
Should we actually need to provide your personal information to other third parties under the aforementioned circumstances in the future, we will notify you of the relevant details via the relevant web pages or other appropriate means, and obtain your separate consent for such provision or rely on other valid legal grounds.

(三) 转移您的个人信息
Transfer of Your Personal Information

如lululemon发生公司重组等情形，可能会涉及向权利义务接收方转移您的个人信息。在转移您的个人信息之前，我们将向您发送适当的通知，告知您接收方的名称或者姓名和联系方式，并确保您的个人信息将以符合我们隐私声明的方式得到保护。接收方变更处理目的、处理方式的，我们将会要求相关数据接收方再次获得您的同意。
In the event of a corporate restructuring or other circumstances of lululemon, we may transfer the Applicant's personal information to the transferee of our rights and obligations. We will transfer your personal information to another entity upon a transfer or sale of all or part of lululemon's stock or assets or upon any other corporate reorganization. Before transferring your personal information, we will send you an appropriate notice informing you of the corporate or individual name and contact details of the

recipient and ensure that your personal information will be protected in a manner consistent with our Privacy Notice. If the recipient changes the purpose or manner for or in which your personal information is processed, we will require such data recipient to obtain your consent to such processing again.

(四) 披露您的个人信息
Disclosure of Your Personal Information

我们不会对外公开披露您的个人信息。我们仅在以下情况下，且采取符合业界标准的安全防护措施的前提下，才会披露您的个人信息：
We will not disclose your personal information to the public. We will disclose your personal information only as described below and subject to security measures that meet industrial standards:

- 根据您的要求，在您单独同意的披露方式下披露您指定的个人信息；

  We will disclose your specified personal information at your request and in a manner that you have separately consented to; and
- 根据法律法规、政府部门的要求所必须提供您个人信息时，可能会根据相关的法律要求披露您的个人信息。

  We may disclose your personal information as required by laws, regulations and government authorities.

(五) 征得同意的例外情形
Exceptions to Consent

在以下情形中，我们也会委托、转移或公开披露您的个人信息，但请您充分知晓，根据相关法律法规的规定，这些委托、转移或公开披露无需征得您的授权同意：
We will also entrust, transfer or publicly disclose your personal information under the following circumstances, but please be fully aware that such entrustment, transfer and disclosure does not require your authorized consent in accordance with relevant laws and regulations:

(1)与我们履行法律法规规定的义务相关的；
Related to our fulfillment of obligations under laws and regulations;

(2)与国家安全、国防安全直接相关的；
Directly related to national security and national defense;

(3)与公共安全、公共卫生、重大公共利益直接相关的；
Directly related to public safety, public health, and significant public interests;

(4)与犯罪侦查、起诉、审判和判决执行等直接相关的；
Directly related to crime investigation, prosecution, trial and enforcement of judgments;

(5)出于维护您或其他个人的生命、财产等重大合法权益但又很难得到您本人同意的；
For the purpose of protecting your life or that of other individuals, property and other significant legitimate rights and interests, when it is difficult to obtain your personal consent;

(6)您自行向社会公众公开的个人信息；
Personal information that you disclose to the public on your own;

(7)从合法公开披露的信息中收集到您的个人信息的，如合法的新闻报道、政府信息公开等渠道。
Your personal information we collect from legally disclosed information, such as legal news reports, government information disclosure, and other channels.

三、我们如何存储及保护您的个人信息
How Do We Store and Protect Your Personal Information

(一) 保留期限
Retention Period

我们对您个人信息的保留期限将视我们收集、处理或存储该信息的用途需求而决定。通常情况下，您的个人信息将在招聘流程完成或终止后法律要求或允许的期间内保存。我们判断个人信息的存储期限主要依据我们对个人信息存储的内部政策，并参考以下标准：（1）您是否同意更长的留存期间；（2）法律规定的要求。
We will not retain your personal information for any longer than is necessary in the light of the purposes for which such information is collected, processed or stored. Generally, your personal information will be retained for the duration of the recruitment process and a period thereafter as required or permitted by law. We primarily refer to our internal policy for the storage of personal information and the following criteria to determine the retention period for personal information: (1) whether you agree to a longer retention period; (2) requirements of the law.

(二) 安全保护措施
Security Protection Measures

为阻止未授权的访问或披露、保持数据准确性和促进信息的正确使用，lululemon使用符合业界标准的、合理可行的技术措施（如HTTPS、防火墙、入侵检测/防御系统及反恶意软件等）和覆盖个人信息收集、存储、加密与事件响应的完整管理制度，以防止发生个人信息丢失、未授权访问、修改、披露或其他滥用的情况。
To prevent unauthorized access or disclosure, maintain data accuracy, and promote the proper use of information, lululemon employs industry-standard, reasonable, and feasible technical measures—such as HTTPS, firewalls, intrusion detection/prevention systems, and anti-malware tools—alongside comprehensive administrative systems covering the collection, storage, encryption, and incident response of personal information, to prevent loss, unauthorized access, modification, disclosure, or any other misuse of personal data.

四、我们如何对您的个人信息进行跨境传输
How Do We Transfer Your Personal Information Abroad

为实现全球集团人力资源管理，lululemon将基于现行法规的要求或主管部门的批准，可能向位于加拿大的集团公司 lululemon athletica canada inc. 传输您提供的姓名、性别、教育背景（最高教育水平、最高学历证书副本）、简历(可能包含照片)。前述个人信息跨境传输活动仅会在参与招聘的相关招聘负责人位于境外时，我们才会通过安全的企业官方通信工具，向该等境外招聘负责人提供您上述相关信息，且仅限于开展面试、进行候选人评估与决策、统计分析招聘情况、管理招聘岗位和人事计划、建立人才库之目的；同时，我们的相关境外系统可能由境外服务商运营和维护。如您希望向lululemon athletica canada inc.行使您的个人信息相关权利，请见以下联系方式：

To facilitate global group human resources management, lululemon may transfer the personal information you provide, including your name, gender, date of birth, educational background (highest level of education, copy of highest education certificate), and resume (which may contain your photograph), to lululemon athletica canada inc., our group entity located in Canada, in compliance with applicable regulations or upon approval by competent authorities. In such cases, we will share the aforesaid information with such overseas hiring managers via secure official corporate communication tools, solely for the purposes of conducting interviews, evaluating candidates and making hiring decisions, performing statistical analysis of recruitment activities, managing job openings and workforce planning, and building talent pools. Meanwhile, our relevant overseas systems may be operated and maintained by overseas service providers. If you wish to exercise your personal information rights against lululemon athletica canada inc., please refer to the following contact information:

联系地址 / Address：1818 Cornwall Ave., Vancouver, B.C., V6J 1C7, Canada

联系方式 / Contact information：privacyofficer@lululemon.com

五、您如何行使您的个人信息权利
How Do You Exercise Your Rights to Your Personal Information

以下规定了您享有的个人信息权利及具体行使方式。我们会在十五（15）个工作日内处理您的请求。若法律允许，我们可能会向您追索因下述答复而产生的合理费用。
Your rights to personal information and the specific ways in which you can exercise them are set forth below. We will respond to your request within fifteen (15) business days. Where permitted by law, we may recover from you our reasonable costs of responding to your privacy request.

- **访问、纠正、复制和删除权**

The right to Access, Correction, Copy and Deletion

您有权依据适用法律访问、纠正、复制并/或删除我们所存储的您的个人信息。若您依据适用法律有权且有意要求访问、纠正、复制或删除您特定的个人信息，请根据“联系我们”部分所列方式与我们取得联系。
You may have the right to access, correct, copy and/or delete the personal information that we store about you under applicable law. If you are entitled under applicable law to such rights and would like to request access to, correction, copying or deletion of your specific personal information, please contact us through the contact details set out in “Contact Us”.

我们将依据适用法律的要求，在合理时间（或适用法律规定的期限，通常不多于十五（15）个工作日）内对您提出的要求做出答复。若我们不接受您的要求，我们会告知您相关原因及申诉途径。
To the extent required by applicable law, we will respond to your request within a reasonable timeframe (or the timeframe stipulated by the applicable law, generally not longer than fifteen (15) business days). If we refuse to satisfy your request, we will notify you of our reasons for the refusal and how you may complain about the refusal.

- **限制或拒绝处理个人信息、撤回同意、要求解释说明的权利**

The Right to Restrict or Refuse the Processing of Personal Information, Withdraw Consent and Request Explanation

您有权限制或拒绝我们处理您的个人信息，或是撤回先前对个人信息收集的同意，但是对于撤回同意不影响撤回前基于个人同意已进行的个人信息处理活动的效力。但请注意，若您限制、拒绝我们使用您的个人信息或撤回同意，则会影响我们双方之间的招聘流程或未来的劳动关系，例如我们可能无法继续推进您的应聘流程。这种情况下，请您根据"联系我们"部分所列方式与我们取得联系。如您希望我们对您个人信息处理规则进行解释，亦可以通过上述方式与我们沟通。
You have the right to restrict or refuse our processing of your personal information, and withdrawal of consent does not affect the validity of personal information processing activities that have already taken place based on your consent prior to withdrawal. Please note that your restriction or refusal, or withdrawal of consent, would affect the recruitment process or any future employment relationship; for example, we may not be able to process your application. In such case, please contact us through the contact details set out in "Contact Us". If you would like us to explain our rules regarding the processing of your personal information, please contact us in the same manner as set out above.

- **不响应权利请求的情形**

Circumstances Where We May Not Respond to Your Request

在以下情形下，我们有权不响应您提出的权利行使请求，包括如下情形，如我们决定不响应您的权利请求，我们将在法律法规允许的范围内向您说明原因。
We reserve the right not to respond to your request to exercise your rights under the following circumstances. If we decide not to respond to your request, we will provide you with reasons to the extent permitted by law:

- 与lululemon履行法律法规规定的义务相关的；

  If your request is related to our fulfillment of obligations under laws and regulations;
- 与国家安全、国防安全直接相关的；

  If your request is directly related to national security or national defense security;
- 与公共安全、公共卫生、重大公共利益直接相关的；

  If your request is directly related to public safety, public health or significant public interest;
- 与刑事侦查、起诉、审判和执行判决等直接相关的；

  If your request is directly related to criminal investigation, prosecution, trial and enforcement of judgments;
- lululemon有充分证据表明个人信息主体存在主观恶意或滥用权利的；

  lululemon has sufficient evidence to prove that you have acted with malice or abused your rights;
- 出于维护个人信息主体或其他个人的生命、财产等重大合法权益但又很难得到本人同意的；

  We refuse to respond for the purpose of protecting the life, property and other significant legitimate rights and interests of you or other individuals, but it is difficult to obtain your or their consent;
- 响应个人信息主体的请求将导致个人信息主体或其他个人、组织的合法权益受到严重损害的；

  Responding to your request will result in serious damage to your legitimate rights and interests or those of other individuals or organizations; or

- 涉及商业秘密和其他根据lululemon政策、制度或公告等被列为保密信息或非公开信息的。

  If your request involves any trade secrets and other information classified as confidential or non-public according to lululemon's policies, regulations or announcements.

六、如何联系我们
How to Contact Us

若您对本隐私声明有任何疑问，或希望行使您的个人信息权利，请通过cnprivacy@lululemon.com联系我们。
If you have any questions about this Privacy Notice, or wish to exercise your personal information rights, please contact us through [cnprivacy@lululemon.com].

七、本隐私声明如何更新
How Is This Privacy Notice Updated

因业务需要或法律法规及监管要求，lululemon 可能不时对本隐私声明进行修订、更新或调整。lululemon 将通过官方渠道告知或以其他适当方式向应聘者告知修订内容或主要变更。
Due to business needs or legal, regulatory and supervisory requirements, lululemon may revise, update or adjust this Privacy Notice from time to time. lululemon will inform candidates of the revisions or material changes through the official channels or by other appropriate means.

八、附录
Appendix

（一）语言
Language

本规定以中文书就，英文翻译仅供参考。
This Privacy Notice is written in Chinese, and the English translation thereof is for reference only.

（二）定义
Definition

1.个人信息：是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。
Personal information refers to all kinds of information related to identified or identifiable natural persons recorded by electronic or other means, excluding the information handled anonymously.

2.敏感个人信息：是指一旦泄露或者非法使用，容易导致自然人的人格尊严受到侵害或者人身、财产安全受到危害的个人信息，包括生物识别、宗教信仰、特定身份、医疗健康、金融账户、行踪轨迹等信息，以及不满十四周岁未成年人的个人信息。
Sensitive personal information is personal information that, once leaked or illegally used, may easily lead to the infringement of a natural person's human dignity or endanger the safety of his or her life or property, including biometric, religious beliefs, specific identity, medical and health, financial accounts, whereabouts and other information, as well as the personal information of minors under 14 years of age.