

隐私政策
蕾碧裳品牌管理（上海）有限公司

艾露品牌管理（深圳）有限公司

蕾碧裳贸易（上海）有限公司

万事特商贸（上海）有限公司

万事达商贸（深圳）有限公司

本政策（“政策”）将向您提供关于蕾碧裳品牌管理（上海）有限公司、艾露品牌管理（深圳）有限公司、蕾碧裳贸易（上海）有限公司、万事特商贸（上海）有限公司和万事达商贸（深圳）有限公司（“公司”或“我们”）部分员工个人数据处理的相关信息。

I. 您的个人数据

我们会对您作为公司员工在您面试过程中、雇佣开始以及您的雇佣过程中的某些可以识别的信息进行处理（“个人数据”）。除本政策所提及的其他处理外，我们在适用法律允许的范围内或根据适用法律的要求，出于雇佣的目的，如：人力资源、工资管理和行政管理，在本地处理您的个人数据。我们在本地处理的个人数据种类在附录中列示，其中包括联络信息、薪酬和福利信息以及您在我们组织中的职责信息。附录的列表被分为了不同的个人数据种类，因为我们不会出于同一目的收集、使用且处理所有的个人信息。

当公司合理认为，为履行法律或监管义务、调查违法或违反公司政策（包括纪律和投诉事宜）以及为公司全球集团内的关联实体成员（“公司集团”）在法律上确权、行权及维权之目的，有必要处理您的个人数据时，可能会对您的个人数据进行处理。您的个人数据还会在公司集团系统的运营和管理过程中进行处理，这些系统可能在公司集团内部或外部进行托管。

PRIVACY NOTICE
L Brands Management (Shanghai) Company Limited
L Brands Management (Shenzhen) Company Limited
L Brands Trading (Shanghai) Company Limited
Mast Commercial Trading (Shanghai) Company Limited
Mast Commercial Trading (Shenzhen) Company Limited

This notice (“Notice”) will provide you with information on our data processing activities with respect to certain personal data about employees of L Brands Management (Shanghai) Company Limited, L Brands Management (Shenzhen) Company Limited, L Brands Trading (Shanghai) Company Limited, Mast Commercial Trading (Shanghai) Company Limited, and Mast Commercial Trading (Shenzhen) Company Limited (“Company” or “we”).

I. YOUR PERSONAL DATA

We will process certain individually identifiable information about you as a Company employee that we collect during your job interview process, at the start of your employment and in the course of your employment (“Personal Data”). In addition to the other processing referred to in this Notice, we locally process your Personal Data to the extent permitted or required under applicable law, for purposes connected with your employment, such as human resources and payroll management and administration. The Personal Data categories that we process locally are listed in the Annex, which include contact information, compensation and benefits information, and information on your role in our organization. The list in the Annex is divided into different classes of Personal Data as we do not collect, use and process all Personal Data for the same purposes.

Your Personal Data may also be processed where the Company reasonably considers it necessary for the purposes of complying with legal or regulatory obligations, investigating infringements of the law or Company policies (including disciplinary and grievance matters) and establishing, exercising or defending legal rights of members of the global group of entities affiliated with the Company (the “Company Group”). Your Personal Data will also be processed in the operation and management of

II. 数据处理和转移

我们可能会在适用数据隐私法律允许的范围内，出于以下目的，处理您的个人数据或其中的一部分并将您的个人数据或其中的一部分转移至下文“接收方”一节所述的其他各方：

- **通讯录信息：**为了促进公司集团内部的全球合作、沟通以及协作，同时为了提供一本全球通讯录；
- **人力资源和员工管理数据：**为了在全球层面规划并管理人力资源，包括但不限于总体的员工管理、招聘和员工到岗；确定雇佣或晋升的合适性；为某一具体岗位或项目合理配备人员并评估成员的资质；项目和事件管理；员工情况汇报和分析、进行员工评估、询问您关于某些问题的反馈意见以及继任和战略规划；公司集团内部的跨境团队协作、全球合作、沟通、晋升、暂调和调动；分析并改善我们的服务；出勤、缺勤、休假和假期管理；保留和业务活动、制定预算并管理财务有关的记录；安排并协助商务差旅；管理您的薪酬、全球工资管理以及/或处理；确定是否有资格涨薪、获得奖金以及其他激励性薪酬并进行处理；费用报销；提供并管理员工折扣；根据您和我们的雇佣关系（包括但不限于家人、朋友折扣以及保险和福利的特别费率）提供给您感兴趣的产品和服务；健康、口腔和其他福利（如适用）管理；奖励以及股权或其他类型的奖励的管理；在因公司员工所做贡献获得惠益的公司集团成员之间进行成本计算并摊销工资和其他薪酬费用；财务预测和实施投资、预算决定；员工支持；持续的培训、职业发展和绩效管理；合规管理任务（培训、评估、管理）；事件响应；确保经营持续性；保护我们的员工和他人的健康和​​安全；促进紧急情况下的沟通；法律或监管义务的合规（如：税务、记录保存和汇报义务）；调查违法、违反公司集团政策（包括道德、记录和投诉事宜）以及被怀疑的不当行为或不作为；发现或预防偷窃或欺诈，或偷窃或欺诈企图；通过我们的道德热线，协助某些违法或不道德活动的汇报或者报告的处理；为公司集团在法律上确权、行

Company Group systems which systems may be hosted internally or externally.

II. PROCESSING AND DATA TRANSFERS

We may process and transfer your Personal Data, or part thereof, to other parties as described below under the section on “Recipients,” as permitted under applicable data privacy law for the following purposes:

- **Directory Information:** To facilitate global cooperation, communication and teamwork within the Company Group and to provide for a global directory;
- **HR and Workforce Management Data:** To plan and manage human resources on a global level, including but not limited to general workforce management, recruiting and employee on-boarding; determining the suitability for employment or promotion; appropriate staffing and evaluation of workforce members for their qualification for a particular job or project; project and event management; workforce reporting and analytics, performing workforce assessments, asking you for feedback on particular issues, and succession and strategic planning; cross-border teamwork, global cooperation, communication, promotions, secondments, and transfers within the Company Group; analysis and improvement of our services; management of attendance, absences, leaves of absences, and vacations; maintenance of records relating to business activities, budgeting, and managing finances; arranging and facilitating work-related travel; administration of your compensation, performance of global payroll management and/or processing; determining eligibility for and processing salary increases, bonuses, and other incentive-based compensation; reimbursement of expenses; providing and managing employee discounts; providing to you offers of products and services that would be of interest by virtue of the employment relationship with us (including without limitation family and friends discounts, and special rates on insurance and benefits); administration of health,

权或维权；管理权利主张和法律事宜；遵守政府或其他公权力机构的要求；对法律流程（如传票和法院命令）做出响应；确保移民状态（如必要）；允许在实际或潜在合并及收购（“并购”）交易中进行尽职调查；管理并协助合并、收购、清算、出售、重组或处置以及和买家的整合。

- 薪酬和福利数据：提供第三方股票和福利计划管理服务，并协助公司集团履行股权薪酬和福利计划的必要职能。
- IT 数据：为经营、监督、管理、维持和提供给您对公司设施、硬件、软

dent, and other benefits (where applicable); awards and administration of equity or other types of rewards; accounting and allocating salary and other compensation expenses among members of the Company Group that benefit from contributions by employees of the Company; financial forecasting and implementing investment and budgeting decisions; employee assistance; consistent training, career development and performance management; compliance management tasks (training, assessment, management); responding to incidents; ensuring business continuity; protecting the health and safety of our staff and others; facilitating communication in an emergency; compliance with legal or regulatory obligations such as tax, record-keeping and reporting obligations; investigation of infringements of the law, of policies of the Company Group (including ethics, disciplinary and grievance matters), and of suspected misconduct or non-performance of duties; detecting or preventing theft or fraud, or attempted theft or fraud; facilitating the reporting and processing of reports of certain illegal or unethical activities via our ethics hotline; establishing, exercising or defending legal rights of the Company Group; managing claims and legal matters; complying with requests from government or other public authorities; responding to legal process such as subpoenas and court orders; securing immigration statuses (where necessary); allowing for due diligence investigations in the context of actual or potential mergers-and-acquisitions (“M&A”) transactions; managing and facilitating mergers, acquisitions, liquidations, sales, reorganizations or disposals, and integrating with purchasers.

- Compensation and Benefits Data: To provide third party stock and benefit plans administration services, and assist the Company Group in discharging essential functions regarding its equity compensation and benefit plans.
- IT Data: To operate, monitor, manage, maintain and provide you with access to

件、通讯系统、办公室设备和公司集团所使用的其他资源的访问权，证明技术支持、保护数据并防止安全泄露。这包括但不限于监督对任何公司 IT 和通讯系统的使用，为收集信息和保护人员及财产。比如：我们可能会在我们的门店和设施中使用录像和监控技术；以及我们可能会拦截、访问、使用和披露哪些阻挠我们公司网络和资产（如：电脑和电话）的通信内容（如：电子邮箱）。

- **道德热线数据：**为了协助道德热线的管理，并提供内部调查和与热线相关的监督。

公司可能会在适用法律允许的范围内以及出于以下目的的经营必要性，将个人数据传输到以下所述的接收方。

III. 接收方

以下接收方或接收方种类将获得您的一些个人数据的访问权。

A. 全球办公室通讯录

为了本政策第 II 部分所述之目的，通讯录信息将作为全球办公室通讯录的一部分，向公司集团的员工开放。全球办公室通讯录存储在公司集团运营或代表公司集团运营的服务器上，这些公司集团包括，特别是 Victoria's Secret & Co., Mast Technology Services Inc. □ Mast Global Business Services India Private Limited □ 存储于全球办公室通讯录中的您的通讯录信息的控制者是 Victoria's Secret & Co. □

B. 人力资源管理和行政管理

如果并且出于本政策第 II 部分之目的实属必要，我们会将您的人力资源 and 员工管理数据、您的薪酬和福利数据、您的 IT 数据以及/或您的道德热线数据和 Victoria's Secret & Co., Mast Technology Services □ Mast Global Business Services India Private Limited. 分享。您这些数

corporate facilities, hardware, software, communications systems, office equipment and other resources used by the Company Group, provide technical support, protect data, and prevent security breaches. This includes, without limitation, the monitoring of the use of any company IT and communications systems in order to collect information and protect people and property. For example, we may use video and surveillance technology in our stores and in our facilities; and we may intercept, access, use, and disclose communications (such as email) that traverses our company network and assets (e.g., computers and phones).

- **Ethics Hotline Data:** To facilitate the administration of an ethics hotline and provide for internal investigations and oversight related to the hotline.

The Company may transfer Personal Data to the recipients described below to the extent permitted by applicable laws and necessary to conduct business for the purposes described herein.

III. RECIPIENTS

The following recipients or categories of recipients will receive access to some of your Personal Data.

A. Global Office Directory

For the purposes described in Section II of this Notice, Directory Information will be made available to the workforce members of the Company Group as part of a global office directory. The global office directory is stored on servers operated by or on behalf of the Company Group including, particularly, Victoria's Secret & Co., Mast Technology Services Inc., and Mast Global Business Services India Private Limited The controller of your Directory Information stored in the global office directory is Victoria's Secret & Co.

B. HR Management and Administration

If and to the extent necessary in the individual case for the purposes described in Section II of this Notice, we share your HR and Workforce Management Data, your Compensation and Benefits Data, your IT Data, and/or your Ethics Hotline Data with Victoria's Secret & Co. Mast

据的控制者分别是公司和 Victoria's Secret & Co.□

C. 全球人力资源应用

我们会将某些人力资源和员工管理数据、薪酬和福利数据和/或 IT 数据放在人力资源信息系统 (“HRIS”) 中，这个系统里包含了各种协助公司集团在全球层面管理人力资源和员工薪酬并允许员工在某些情况下管理自己个人数据的应用软件和数据存储。我们在美国的母公司 Victoria's Secret & Co. 可能会托管这些服务器或者利用第三方服务器。个人数据传输可以使得公司集团从经过改善的跨境人力资源管理获益，并将工资和福利的管理集中化，这样做可以降低成本，同时将公司集团实体之间的数据传输通过安全性不那么严格的方法做到最少化。

除了通讯录信息是对公司集团所有人开放外，个人数据仅对有授权的员工根据需要开放访问权。

D. 服务提供商、第三方

此外，我们还可能需要确保您的通讯录信息、人力资源和员工管理数据、薪酬和福利数据、IT 数据和/或道德热线数据仅对需要提供合同所规定服务的服务提供商或适用数据隐私法允许的其他第三方开放访问权。

E. 授权和其他第三方

另外，我们还可能会根据当地法规或作为公司集团内部调查的一部分，分享您的个人数据给当地政府和其他各方。我们还可能为了应对内部或外部审计和询问、执法要求、行政或司法当局的要求、适用法律的要求、法庭命令或政府监管或我们出售或转移所有或部分的业务资产（包括但不限于合并、收购、合资、重组、解散或清算）的目的，分享和/或传输您的个人数据。

Technology Services and Mast Global Business Services India Private Limited. The controller of your respective Personal Data are the Company and Victoria's Secret & Co.

C. Global Human Resources Applications

We will include certain HR and Workforce Management Data, Compensation and Benefits Data and/or IT Data in human resources information systems (“HRIS”), which are applications and data stores that assist the Company Group administer human resources and employee compensation at an international level and permit employees to manage their own Personal Data in some cases. Our parent company, Victoria's Secret & Co. in the U.S., may host such servers or may utilize third party servers. This transfer of Personal Data will enable the Company Group to benefit from improved cross-border human resources management and to centralize payroll and benefits administration, which will reduce costs and minimize data transfer between Company Group entities by less secure means.

With the exception of Directory Information, which is available to everyone in the Company Group to facilitate cooperation, only authorized employees with a need to know have access to the Personal Data.

D. Service Providers, Third Parties

In addition, we may make certain that your Directory Information, HR and Workforce Management Data, Compensation and Benefits Data, IT Data and/or Ethics Hotline Data are available only to service providers who need it to perform contracted services or to other third parties, as permitted under applicable data privacy law.

E. Authorities and Other Third Parties

In addition, we may share Personal Data with local authorities and other parties in accordance with local regulations, or as part of internal investigations within the Company Group. Your Personal Data also may be shared and/or transferred to respond to internal or external audit and inquiries, law enforcement requests, requests from administrative or judicial authorities, where required by applicable laws, court orders, or government regulations, or in the event we sell or transfer all or a portion of our business assets (including, without limitation, in the event of a

F. 跨境数据传输

许多接收方会位于您的国家以外的地方或在这些地方有相关的运营，比如美国和印度。您的个人数据仅会在遵守适用数据保护和隐私法律的前提下转移到外国接收方。

IV. 保留时间

出于本政策所述之目的，根据实现合理业务要求或为了相关监管、执法机构或其他政府机构监督或调查的要求所需，决定个人数据存储的时间。

V. 您如何访问自己的个人数据或获得更多信息？

根据适用法律，您有权（包括其他权利）：(i) 检查我们是否拥有您的个人数据以及我们拥有您的哪些个人数据，并要求访问这些数据以及要求获得这些数据的副本，(ii) 要求更正、补充或删除不准确的个人数据以及(iii)除适用法条或其他法律要求或允许的情况外，要求公司停止收集、处理或使用您的个人数据。在某些情况下，您还可以有权根据适用数据保护法规中规定的程序，对我们处理您的个人数据的合理原因提出反对意见，并寻求与您的个人数据处理相关的其他法律救济。我们会根据适用法律的要求，尊重这些权利。

请将这些需求和有关本政策的任何其他问题提交到隐私团队 VSprivacy@victoria.com。

您可以通过访问人力资源访问在线（[隐私政策链接](#)）查看本政策的最新版本或通过 VSprivacy@victoria.com 联系隐私办公室获取副本。

merger, acquisition, joint venture, reorganization, dissolution, or liquidation).

F. Cross-Border Data Transfer Generally

Many of these recipients will be located or may have relevant operations outside of your country, such as in the United States and India. Your Personal Data will only be transferred to the foreign recipients in accordance with applicable data protection and privacy laws.

IV. RETENTION PERIODS

Personal Data will be stored only as long as necessary to meet legitimate business needs for the purposes described herein or to meet monitoring or investigation requirements from relevant regulators, law enforcement agencies, or other government agencies.

V. HOW CAN YOU ACCESS YOUR PERSONAL DATA OR OBTAIN MORE INFORMATION?

Under applicable law, you may have, among others, the rights: (i) to check whether and what kind of Personal Data we hold about you and to access or to request copies of such data, (ii) to request correction, supplementation or deletion of Personal Data about you that is inaccurate, and (iii) to request the Company to stop the collection, processing or use of Personal Data about you, except to the extent required or permitted under applicable statute or other law. In certain circumstances, you also may have the right to object for legitimate reasons to the processing of your Personal Data in accordance with the procedures set forth in the applicable data protection regulations and to seek other legal remedies available to you in connection with the processing of Personal Data. We will honor these rights, where required, in accordance with the applicable law.

Please address such request and any other questions concerning this Notice to the Privacy Team at VSprivacy@victoria.com.

Visit [HR Access \(Privacy Policy\)](#) to review the latest version of this Notice, or contact the Privacy Office at VSprivacy@victoria.com to receive a copy.

附录 个人数据分类

通讯录信息：一般可访问的联系信息，包括的信息比如：

- 姓名格式类型
- 前缀（先生/太太/等）
- 名
- 首选名
- 中间名
- 姓
- 曾用姓（娘家姓）
- 后缀
- 岗位代码
- 上级岗位编码和姓名
- 办公室邮箱地址
- 办公室电话号码
- 手机号码
- 就职所在地和地址
- 岗位名称
- 员工号
- 照片（或档案图片）

人力资源和员工管理数据：
合格的人力资源数据，包含信息例如：

- 国家身份证类型
- 国家身份证
- 国家（颁发国家身份文件）
- 监管地区
- 居民状况
- 居民国家（和以上居民状况不同的国家）
- 国籍
- 生日日期和年龄
- 性别
- 家庭成员姓名和状态
- 语言技能
- 护照颁发国家
- 护照颁发城市
- 护照颁发州
- 护照到期日
- 签证状态和身份号码
- 国家-签证/允许（适用/签发签证的国家）
- 签证有效日
- 签证类型（工作签证/商务/等）
- 签证合同
- 签证到期日
- 个人地址
- 紧急联系人姓名
- 紧急联系人，主要联系人
- 紧急联系人电话
- 紧急联系人信息

ANNEX Categories of Personal Data

Directory Information: Generally available contact information, includes information such as:

- Name format type
- Prefix (Mr./Mrs./etc.)
- First name
- Preferred Name
- Middle name
- Last name (Family Name)
- Former Last Name (Maiden Name)
- Suffix
- Job code
- Reports to position number and name
- Office e-mail address
- Office phone number
- Cellular phone number
- Employment Location and Address
- Job title
- Employee ID
- Photographs (or Profile Picture)

HR and Workforce Management Data:
Qualified HR Data, includes information such as:

- National ID Type
- National ID
- Country (that has issued the National Identification document)
- Regulatory Region
- Citizenship Status
- Citizenship Country (names a country as opposed to the status above).
- Nationality
- Date of Birth and Age
- Gender
- Family Members' Names and Status
- Language Skills
- Passport Issue Country
- Passport Issue City
- Passport Issue State
- Passport Expiry Date
- Visa Status and ID Number
- Country - for Visa/Permit (Country Name for which visa is applied/granted)
- Visa Effective Date
- Visa Type (Work Permit/Business/etc.)
- Visa Contract
- Visa Expiry Date
- Personal Address
- Emergency Contact Name
- Emergency Contact, Primary Contact
- Emergency Contact Phone

- 就业和办公室所在地
- 雇佣行动（雇佣/再次雇佣/终止雇佣）
- 采取雇佣行动的原因（雇佣/再次雇佣/终止雇佣/离职）
- 岗位代码
- 上级岗位编码和姓名
- 员工等级
- 员工号码
- 雇佣状态
- 合同类型
- 合同起始日
- 合同到期日
- 试用期
- 教育和雇佣历史
- 简历
- 职位推荐(如适用)
- 语言或其他和职位相关的技能信息
- 历史薪酬细节（在法律上允许的范围
内）
- 继续服务日期
- 岗位分级
- 全职/兼职状态
- 兼职百分比
- 岗位名称和岗位名称代码
- 岗位描述
- 部门
- 子部门
- 地区
- 市场
- 项目和项目分摊
- 成本中心和成本中心分摊
- 主管（员工姓名和号码）
- 工作时间(周/月/等)
- 工资管理计划
- 工资等级
- 薪酬费率代码
- 薪酬费率
- 补充工资
- 加班薪酬
- 奖金薪酬
- 其他可变薪酬
- 服务到期日的付款和应计
- 假期工资扣除
- 假期薪酬和应计
- 其他休假工资扣除
- 其他休假薪酬
- 未休假期薪酬
- 所有公司支付的费用、福利和福利等
价物
- 住房补贴
- 差旅补贴
- 车贴或交通补贴
- 其他补贴（生活成本、手机电话等）
- 支付卡信息
- 购买信息
- 员工费用
- 带薪假或休假

- Emergency Contact Information
- Employment and Office Location
- Employment Action
(Hire/Rehire/Termination)
- Reason for Employment Action
(Hire/Rehire/Termination/Leave)
- Job Code
- Reports To Position Number and Name
- Employee Classification
- Employee ID Number
- Employment Status
- Type of Contract
- Contractual starting date
- Contractual end date
- Probation Period
- Education and Employment History
- CV or Resume
- Job References (where applicable)
- Information on Language and Other
Job-Related Skills
- Historical Compensation Details (where
legally permissible)
- Continuous Service Date
- Job classification
- Full time/ Part time status
- Part time percentage
- Job Title and Job Title Code
- Job Description
- Department
- Sub-Department
- Region
- Market
- Project and Project allocation
- Cost Center and Cost Center allocation
- Supervisor (Employee Name and ID)
- Work Period (Weekly/Monthly/etc.)
- Salary Administration Plan
- Salary Grade
- Compensation Rate Code
- Compensation Rate
- Supplemental salary
- Overtime compensation
- Bonus compensation
- Other variable compensation
- End of Service payment and accruals
- Holiday salary deduction
- Holiday compensation and accruals
- Other leave salary deduction
- Other leave compensation
- Not taken holidays compensation
- All company paid expenses, benefits and
benefits in kind
- Housing Allowances
- Travel Allowances
- Car or Commuting Allowances
- Other Allowances (Cost of Living, Mobile
Phone, etc.)
- Payment Card Information

- 第三方支付（当员工因长期病假、工伤或其他原因休假。）
- 工资细节包括以下内容（如适用）：
 - a) 总收入
 - b) 员工周薪税负（由雇主代扣代缴）
 - c) 员工强制性社保扣除
 - d) 员工强制性养老保险扣除
 - e) 员工强制性失业保险扣除
 - f) 员工额外医疗保险扣除
 - g) 其他强制性或额外员工费用扣除
 - h) 员工自愿养老保险扣除
 - i) 员工自愿医疗保险扣除
 - j) 其他员工自愿费用扣除
 - k) 员工费用扣除总计
 - l) 总净工资
 - m) 股票购买计划扣除（如有）
 - n) 费用报销和垫付
 - o) 外派国外的费用报销
 - p) 福利等价物扣除
 - q) 其他净调整
 - r) 工资垫付调整
 - s) 第三方支付（净额）
 - t) 净调整总计
 - u) 支付净额

- 教育
- 工作资格和合适性信息
- 公司培训历史
- 绩效评估和打分历史
- 纪律处分（如：绩效改善计划、书面警告）
- 公司 IT 和通讯资源使用信息
- 出生国家
- 出生城市
- 婚姻和家庭状况
- 被抚养人数量-儿童
- 被抚养人数量-成年人
- 被抚养人细节（姓名、出生日期、关系）
- 犯罪和刑事诉讼

- Purchase Information
- Employee expenses
- Paid Time Off or Leave of Absence
- Third Party Payments (when the employee is on leave for long-term sickness, accident at work or other reason.)
- Paycheck details include the following (where applicable):
 - a) Total Gross Salary
 - b) Employee's wage tax (withheld by the employer)
 - c) Employee's compulsory Social Security deduction
 - d) Employee's compulsory retirement deduction
 - e) Employee's compulsory unemployment deduction
 - f) Employee's additional medical care deduction
 - g) Other compulsory or additional employee's deductions
 - h) Employee's voluntary retirement deduction
 - i) Employee's voluntary medical care deduction
 - j) Other Employee's voluntary deductions
 - k) Total Employee Deductions
 - l) Total Net Salary
 - m) Stock purchase plan deduction, if made available
 - n) Expenses refund and advances
 - o) Expatriate expenses refund
 - p) Benefits in Kind deduction
 - q) Other Net adjustments
 - r) Salary Advance Adjustments
 - s) Third Party payments (net)
 - t) Total Net Adjustments
 - u) Net to Pay

- Education
- Information on Eligibility and Fitness for Work
- Company Training History
- Performance Evaluation and Rating History
- Disciplinary Action (e.g., performance improvement plan, written warning)
- Information on Use of Company IT and Communications Resources
- Birth Country
- Birth City
- Marital and Family Status
- Number of Dependents – Children
- Number of Dependents - Adults

- 每年休假天数（不包括与健康有关的个人数据）
- 团险保单信息（如：保单号、健康险信息）
- 残疾情况（如适用及法律要求）
- 照片-出于身份认证目的（例如：公司通讯录）或出于安全目的（例如：身份铭牌）
- 所有个人数据要求提供给数据主体(1) 公司电脑系统和网络的访问以及 (2) 在公司集团内部电子化沟通的工具，包括但不限于 IP 地址和用户登录名。
- 银行细节，包括以下内容：
 - a) IBAN (国际银行账号) 或 BBAN (基本银行账号)
 - b) BIC (银行识别码), SWIFT 银行国际代码或 CNAP 代码
 - c) 账户币种
 - d) 银行账户户名
 - e) 银行名字
 - f) 转给银行的百分比或金额
- Dependent Details (Name, Date of Birth, Relationship)
- Offenses and criminal proceedings
- Days of absence taken per year (but not including health related Personal Data)
- Group Insurance Policy Information (e.g., policy number, health insurance information)
- Disability Status (where applicable and legally required)
- Photographs - for identification purposes (example: company directory) or security purposes (example: identification badge)
- All Personal Data required to provide data subjects (1) access to company computer systems and networks and (2) tools to electronically communicate within the Company Group, including but not limited to IP address and user login name.
- Banking Details, including the following:
 - a) IBAN (International Banking Account Number) or BBAN (Basic Bank Account Number)
 - b) BIC (Bank Identifier Code), SWIFT code, or CNAP code
 - c) Account currency
 - d) Name on the bank account
 - e) Bank name
 - f) Percentage or amount transfer to bank

薪酬和福利数据：股票、激励和福利计划管理服务提供商数据，包括的信息例如：

- 姓名格式类型
- 前缀（先生/太太/等）
- 名
- 中间名
- 姓
- 国家（颁发国家身份文件）
- 居民状况
- 居民国家（和以上居民状况不同的国家）
- 电子邮箱地址
- 社会保障号、国家保险号、个人公共服务号、社会保险号码或类似
- 员工号（不是非美国员工的社会保障号）
- 雇佣行动（雇佣/再次雇佣/终止雇佣）-雇佣日
- 雇佣行动（雇佣/再次雇佣/终止雇佣）-终止日
- 税收管辖

Compensation and Benefits Data: Stock, Incentive, and Benefit Plans Administration Service Provider Data, includes information such as:

- Name format type
- Prefix (Mr./Mrs./etc.)
- First name
- Middle name
- Last name
- Country (that has issued the National Identification document)
- Citizenship Status
- Citizenship Country (names a country as opposed to the status above)
- E-mail address
- Social Security Number, National Insurance Number, Personal Public Service Number, Social Insurance Number, or the equivalent
- Employee ID, other than Social Security Number for non-US employees

- 税号
- 预提所得税税率
- 年度工资
- 负责申报收入和税的工资实体
- 总账代码（包括业务单元和部门信息）
- 家庭地址
- 出生日期

IT 数据: IT 运营、监督、管理和维护信息，包括的信息例如：

- 姓名格式类型
- 前缀（先生/太太/等）
- 名
- 中间名
- 姓
- 员工号
- 员工状态
- 部门
- 岗位代码
- 上级岗位编码和姓名
- 照片-出于身份认证目的（例如：公司通讯录）或出于安全目的（例如：身份铭牌）
- 录像和录音-出于安全目的（如法律允许）

道德热线数据: 和道德热线投诉以及调查相关的合规数据，可能会包含关于汇报者或其他可能知道这个问题的个人的信息，比如：

- 名
- 姓
- 员工号
- 员工所在地和地址
- 员工状态
- 部门
- 报告的信息
- 纪律惩罚（如：绩效改善计划、书面警告）

- Employment Action (Hire/Rehire/Termination) – Date of hire
- Employment Action (Hire/Rehire/Termination) – Termination date
- Tax jurisdiction
- Tax ID Number
- Tax withholding rate
- Annual Salary
- Payroll entity responsible for reporting of income and taxes
- General Ledger code (including business unit and department information)
- Home address
- Date of Birth

IT Data: IT operation, monitoring, management and maintenance information, includes information such as:

- Name format type
- Prefix (Mr./Mrs./etc.)
- First name
- Middle name
- Last name
- Employee ID Number
- Employee Status
- Department
- Job code
- Reports to position number and name
- Photographs - for identification purposes (*example*: company directory) or security purposes (*example*: identification badge)
- Video and audio recordings - for security purposes (where legally permissible)

Ethics Hotline Data: Compliance data, related to ethics hotline complaints and investigations, which may include information concerning the reporter or others who may know about the issue such as:

- First Name
- Last Name
- Employee ID Number
- Employee Location and Address
- Employee Status
- Department
- Reported Information
- Disciplinary Action (e.g., performance improvement plan, written warning)

- 关于数据主体使用公司技术系统和网络的信息（和调查相关）

- Information on the data subject's use of company technology systems and networks (to the extent relevant to the investigation)