

# Privacy Policy for applicants

H&M Hennes & Mauritz (Shanghai) Commercial Co., Ltd. and H&M Hennes & Mauritz (Shanghai) Garments and Accessories Co., Ltd. (hereinafter collectively referred to as "H&M") works to protect your privacy when applying for a job with us. In this policy, you obtain information about how we treat and protect the personal data which you disclose to us.

We register the details and the data you give us in connection with your application. This also includes information which we receive together with your application, for example references from previous employers.

H&M has a policy of not requesting, sensitive information from job applicants. Thus, do not provide sensitive information e.g. race/ethnic origin, political views, religious/philosophical convictions, trade union membership, health, sexual orientation when submitting your application.

When you submit a job application at the same time you consent to our processing your personal data in a recruitment process.

Your data will be used in order to assess your application, check your references and other information you have provided. We will also use your data in order to reply to your application and to invite you to an interview if your profile fits a vacant position.

Your information is processed in Mainland China but stored in the United Kingdom. H&M is responsible for your personal data and is subject to the personal data legislation in Mainland China. Only those persons who are involved in recruitment have access to your data in a recruitment matter. Services from third party may be used in the recruitment process to meet H&M's commitment to you.

We have taken technical and organisational measures to protect your data against, e.g. loss, manipulation or unauthorised access. We continuously adapt our security measures to ongoing technical developments. Your personal data remains in our database for 24 months after the most recent update.

You are entitled to contact us and review the personal data which is registered concerning you. If it is incorrect, incomplete or irrelevant, you can request that the data be corrected or deleted at any time.

Contact H&M if you have any questions about your application or your personal data. Contact details are available under "Contact us". Under "H&M".

## Cookies

A cookie is a small text file that is saved to, and, during subsequent visits, retrieved from your computer or mobile device. H&M uses cookies to enhance and simplify your visit. We do not use cookies to store personal information or to disclose information to third parties. There are two types of cookies: permanent and temporary (session cookies). Permanent cookies are stored as a file on your computer or mobile device for no longer than 12 months. Session cookies are stored temporarily and disappear when you close your browser session. We use permanent cookies to store your choice of start page and to store your details if you select "Remember me" when you log in. We use session cookies when you use the product filtration function, to check whether you are logged in or if you put an item in your shopping bag. You can easily erase cookies from your computer or mobile device using your browser. For instructions on how to handle and delete cookies please look under "Help" in your browser. You can choose to disable cookies or to receive a notification each time a new cookie is sent to your computer or mobile device.

Please note that if you choose to disable cookies, you will not be able to take advantage of all our features.

#### Third-party cookies

We use third-party cookies to collect statistics in aggregate form in analysis tools such as Google Analytics and Core Metrics. The cookies used are both permanent and temporary cookies (session cookies). The permanent cookies are stored on your computer or mobile device for no longer than 24 months.

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Company registration number: 310000400489745

Legal representative: Jyrki Peter Tervonen

Taxation Registration Certificate No. 310101794519276

H & M Hennes & Mauritz (Shanghai) Garments and Accessories Co., Ltd.

#### Cookies

A cookie is a small piece of data (text file) that a website – when visited by a user – asks your browser to store on your device in order to remember information about you, such as your language preference or login information. Those cookies are set by us and called first-party cookies. We also use third-party cookies – which are cookies from a domain different than the domain of the website you are visiting – for our advertising and marketing efforts. More specifically, we use cookies and other tracking technologies for the following purposes:

#### **Strictly Necessary Cookies**

These cookies are necessary to maintain our services and cannot be switched off. They are usually only set in response to actions made by you, such as creating an account or saving a wish-list for later. You can set your browser to block or alert you about these cookies, but that can make some parts of the site not work. These cookies do not store any personally identifiable information.

Strictly Necessary Cookies		
Cookie Subgroup	Cookies	Cookies used
hm.com	<u><a href="#">_ga</a></u> , <u><a href="#">_gid</a></u> , <u><a href="#">_gat</a></u>	First Party
career.hm.com	<u><a href="#">OptanonAlertBoxClosed</a></u> , <u><a href="#">JSESSIONID</a></u> , <u><a href="#">NSC xxxxxxxxxxxxxxxx</a></u> , <u><a href="#">OptanonConsent</a></u> , <u><a href="#">NSC WTFSW-MC-DBSFES-IUUQ</a></u>	First Party
<u><a href="#">youtube.com</a></u>	YSC	Third Party

**Functional Cookies**

These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services we have added to our pages. If you do not allow these cookies, then some or all of these services may not function properly.

Functional Cookies		
Cookie Subgroup	Cookies	Cookies used
career.hm.com	<u><a href="#">_atuvc</a></u> , <u><a href="#">_atuvs</a></u>	First Party
<u><a href="#">addthis.com</a></u>	xtc, uvc	Third Party
<u><a href="#">s7.addthis.com</a></u>	<u><a href="#">_atuvs</a></u> , <u><a href="#">_atrfs</a></u> , <u><a href="#">_atuvc</a></u>	Third Party

**Marketing cookies**

When you accept marketing cookies, you give us your consent to place cookies on your device to provide you with relevant content that fits your interests. These cookies may be set through our site by our advertising partners or us, to build a profile of your interests and show you relevant content on our and third-party sites. To be able to deliver content that fits your interests, we will use your interactions together with personal information you have provided to us on our site. To present you with relevant content on third-party sites, we will share this information and a customer identifier such as an encrypted email-address or device id with third parties, such as advertising platforms and social networks. To make the content as interesting as possible for you,

we may link this data across the different devices you use. If you choose not to accept marketing cookies, we will not place such cookies on your device, and you may experience less relevant content from us.

Marketing cookies		
Cookie Subgroup	Cookies	Cookies used
<a href="https://www.linkedin.com">linkedin.com</a>	li_gc, lang, AnalyticsSyncHistory, bcookie, lidc, UserMatchHistory	Third Party
<a href="https://doubleclick.net">doubleclick.net</a>	IDE, test_cookie	Third Party
<a href="https://ads.linkedin.com">ads.linkedin.com</a>	lang	Third Party
<a href="https://www.linkedin.com">www.linkedin.com</a>	bcookie	Third Party