

Privacy Policy

Note: You must AGREE to proceed.

Pacific Life Application Information Data Privacy Statement

Effective Date: March 24, 2020

At Pacific Life we recognize that privacy is important. This Application Information Data Privacy Statement (the "Policy") describes how Pacific Life will use the personal information you submit through the Pacific Life Careers Section (the "Section") of the Pacific Life website, to one of the email addresses provided in the Section, or to Pacific Life in any other way as part of a job application or job search process ("Application Information").

Please refer to the privacy policy of Pacific Life that applies in your location for more information and further details on how you may make a complaint.

Pacific Life will provide, free of charge on request, a copy of any privacy policy that applies in your location, or you may access the relevant privacy policy on our company website.

- If you are a candidate in the European Union or United Kingdom ("EU/UK") please look at the privacy policy located at this link:
<https://www.pacificlifere.com/home/misc/footerlinks/privacy-policy/employee-privacy-notice.html>
- If you are a candidate located in the United States of America ("US") please call (877) 722-7848.

All Application Information you submit to Pacific Life is collected by Pacific Life in the United States of America, as well as the jurisdiction where the contact for the position is located. Application Information may be shared with our affiliates, subsidiaries, joint ventures or third parties acting on our behalf in other jurisdictions for employment consideration purposes. We will ensure all Application Information is processed in accordance with the law in the jurisdiction where you live.

What types of information does this Policy cover?

This Policy covers any Application Information you submit to Pacific Life, as well as any personal information which may be obtained by Pacific Life, its affiliates, subsidiaries, joint ventures or third parties acting on behalf of Pacific Life during the job application or recruitment process, including:

- Your name, address, email address, telephone number, or other contact information;

- Your resume or CV, cover letter, previous work experience, education, transcripts, or other information you provide to us in connection with the application process;
- Details of the type of employment sought, desired salary, benefits and bonuses, willingness to relocate, or other job preferences;
- How you heard about the position;
- Names and contact information for referrals;
- Personal information obtained from background checks (where applicable); and
- Your photograph, video or audio recordings.
- For U.S. Candidates Only - Sensitive information (race/ethnic origin) if you choose to submit it as part of the applications process.

It is your responsibility to obtain consent from references before providing their personal information to us. By submitting their contact information to us, you are confirming that those you list as references consent to being contacted by Pacific Life for a reference.

How will your Application Information be used?

The Application Information you submit will be used by Pacific Life for the following purposes:

- To assess your skills, qualifications and interests against our career opportunities;
- To verify your information and conduct reference checks;
- To conduct background checks if you are offered a job;
- To communicate with you and inform you of career opportunities;
- To create and submit reports as required by law or regulation;
- To improve our recruitment process;
- Complying with applicable legal, regulatory and corporate governance requirements.

If you accept employment with Pacific Life, your Application information collected will become part of your employment record and will be used for employment purposes.

Your Choices

You can choose what types of Application Information, if any, to submit. Submitting your Application Information is voluntary. However, if you choose not to submit your Application Information, our ability to consider you as a candidate may be limited. Where required by law, we will ask for your consent before we obtain additional information from third party agencies and notify you of the information received from those third parties.

You may also choose to view or modify your personal information at any time by logging into your account.

Transferring your Applicant Information (EU Candidates)

If you are resident in the European Union and/or applying for a position within the European Union, we may transfer your Application Information to other territories using appropriate safeguards set out in EU law. By submitting your Application Information, you acknowledge that your data may be transferred outside the European Union.

Who may access your Application Information?

Your Application Information may be shared with Pacific Life employees, affiliates, subsidiaries, joint ventures, or third parties acting on behalf of Pacific Life, located in the United States of America and in other jurisdictions for the purposes listed above.

Pacific Life is a global company, which means your Application Information may be transferred, stored and processed outside of the country or region where it was originally collected and may be accessed by the courts, law enforcement and national security authorities in those jurisdictions. Pacific Life also may transfer Application Information to external third-party providers performing certain services for Pacific Life. Such third-party providers have access to Application Information solely for the purposes of performing the services specified in the applicable service contract and Pacific Life requires the providers to undertake security measures consistent with the protections specified in this Policy. In addition, Pacific Life may be required to disclose certain Application Information to other third parties as required by law and/or to protect Pacific Life's legal rights to the extent authorized or permitted by law.

Pacific Life takes appropriate physical, technical, organizational, and contractual steps to protect your Application Information. Affiliate companies or entities acting on behalf of Pacific Life with whom we share your Application Information will be bound by terms of confidentiality and this Policy.

Does Pacific Life keep your Application Information?

Application Information is retained in accordance with local law. If you become an employee of Pacific Life, your Application Information will be retained according to set record retention policies which vary between our territories.

FOR EU/UK Candidates Only

We would also like to retain Application Information to consider you for other jobs for which you may be qualified for a period of two years from your most recent application with us. If you are happy for us to retain your Application Information for this purpose and contact you about other positions we think may be of interest, please indicate your agreement by selecting "Yes" on the related question during the application process. After two years from your most recent acceptance, your information will be automatically removed from the system unless you request that it be retained longer.

If you have questions on your rights as an EU resident please email dpo@pacificlifere.com.

FOR CALIFORNIA Candidates Only

The information below supplements this Policy and applies to residents of the State of California. The California Consumer Privacy Act of 2018 (CCPA), defines categories of personal information and the categories that apply to the Application Information are the following:

- Personal Identity: Such as name; address; email address
- Protected Classification Characteristics (if provided): race; ancestry; citizenship; sex (including gender, gender identity)
- Employment and Education: current or past job history; education
- Internet or Other Similar Network Activity: information on your interaction with our websites
- Sensory Data – Audio, Electronic, Visual, Thermal, Olfactory or similar information: photographs, video and audio recordings

Pacific Life obtains the categories of personal information listed above from the following categories of sources: directly from you; third parties used in the application process; publicly available records; and/or analytical technology (e.g., internet usage).

If you are hired, you will be provided a different privacy notice that would cover information collected in your role as an employee.

If you have questions on your rights as a California resident please call (877) 722-7848.

Deleting your Profile (where required by law)

You may at any point in time, elect to purge or remove your data by selecting "Account Settings" and then select the option "Delete Profile" on your Candidate Profile.

Changes to this Policy

We may change this Policy from time to time. We will post any changes to the Policy on this page. Each version of the Policy is identified at the top of the page by its effective date.

Consent

By clicking "Agree," you understand and consent to the collection, use and disclosure of Application Information for the purposes set out in and in accordance with this Policy.

