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APPLICANT PORTAL PRIVACY POLICY

Thank you for applying at Eaton.

Eaton Corporation plc., its subsidiaries and affiliated companies (“Eaton”) respect Personal Data or Personal Information (hereunder “Personal Data”), and strive to collect, use, store and disclose (collectively “process”) them in accordance with applicable laws and regulations.

Eaton is committed to protecting the Personal Data that it gathers concerning its prospective, current and former applicants.

This Policy informs you about the use of your Personal Data and your rights.

1. What Personal Data (“Your Personal Data”) is Eaton collecting?

- Data that you (“You”, “Your”) input during the application process, joining the Eaton Talent Network or job alert creation which includes, but is not limited to: your resume, personal ID, gender and personal address if you wish to provide it, personal history, cover letter, contact information, experience, education, certifications, attachments and any screening questions answers if prompted.
- Eaton does not collect Sensitive Personal Data unless it is required by law. Sensitive data is for example: race, religious beliefs, sexual or political preferences.
- For applicants located in the US, we may ask for information regarding ethnicity, gender, disability and veteran status, on a voluntary basis, at the point of application.
- Your IP Address is not collected by Eaton at the time of e-signature of your application.
- Your login information (email address and encrypted password) for your Applicant Portal.
- Cookies are only collected for the duration of the sessions (in order to help the applicant, navigate more easily) and are deleted when the online session ends.
- All other data that you are willing to submit to Eaton in support of your application.
- The Personal Data you submit in your application to Eaton will be hosted and stored at Eaton Boulevard 1000, Cleveland, Ohio, USA.
- Background checks: If a background check is required for your application, Eaton will collect your specific consent for it in countries where required; where a consent is not required, you might expect that Eaton will proceed with a background check on your application.

2. What is the Purpose of Collecting and Processing Your Personal Data?

- Help you manage job opportunities: when You apply, You have access to the Applicant Portal, where You can find Your profile information, application information and any saved job searches.
- Help Eaton assess your application(s) to a or several position(s): when You apply, Eaton’s recruiter and/or hiring team will use the information You provided to consider You for the or several positions.



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- Eaton’s recruiters can access Your data from within a given region – but at Your demand or upon Your consent, Your data can be shared with an Eaton recruiter or hiring team outside of your region of origin would You be interested in a position abroad.
- Eaton does not share Your data with external Third Parties other than the ones necessary for the performance of the recruitment, notably, the certified Data Processors, sub-contracted for performing the applicants processing service, the background checks and the performance tests where applicable. Please note that if You ask Eaton not to share your Personal Data with other parties (strictly regarding the hiring process), Eaton might not be able to move forward with Your application.
- If Your application is successful, your Personal Data may be processed for human resources, administration, finance and generally employment management purposes.
- Unless you have requested a data deletion by emailing Eaton’s Talent Acquisition applicantdata@eaton.com.
- Eaton will delete your data in abidance with the legal schedule applicable to your country of residence, when no longer needed as specified in section 3 of this policy.
- You have the option to download or delete Your career site data only by logging in here : <https://jobs.eaton.com/auth/1/login> and navigating to the “settings” tab. This does not delete Your application data, it only deletes Your profile data on the career site.
- You can withdraw Your application at anytime by logging directly in the applicant tracking system and navigating to settings : [Log In to Applicant Tracking System Profile](#)

To submit a request to have all Your data deleted, both on the career site and for Your submitted applications, please email Eaton’s Talent Acquisition Team applicantdata@eaton.com.

3. How will Your Personal Data be processed / used?

- You can set up a personal account on Eaton’s career site (“Applicant Portal”) which allows You to manage Your job opportunities and track your (different) application(s).
- Eaton’s recruitment team will use Your Personal Data only for the purpose of assessing Your solicitation. Eaton’s hiring managers have access to Your submitted applications and the data contained therein and will use them to contact You and assess Your solicitation.
- Eaton abides by, at a minimum, the security requirements as prescribed by applicable law and utilizes adequate physical and procedural security controls to protect Personal Data. This includes, but is not limited to, firewalls, access controls, system level security, data protection and privacy training and other procedures to protect Personal Data from unauthorized access.
- We will process your Personal Data only for as long as necessary in relation to the purposes described under section 2 above. Our general policy is that we erase your Personal Data 6 months after you have been rejected a proposition from Eaton. The reason why we keep your Personal Data after the termination of the recruitment process is to ensure that we have all necessary data to protect our rights should a applicant take legal actions. In some cases, we may also process your data for a longer period of time than stated above. This may be the case if we need to protect our legal rights, for example in a legal dispute, or if necessary to fulfil a legal obligation.



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- If you consent to further processing of the Personal Data for the purposes of being a part of our talent database, for potential future job opportunities, we will retain your Personal Data as long as you wish to remain in our talent database.

4. Your data protection and privacy rights

- You can access Your profile and any applications by accessing “<https://jobs.eaton.com/auth/1/login>” which can be found at the bottom of the eaton.com/careers site or at the top of the jobs.eaton.com page. Within the Applicant Portal You will see all data You submitted in Your profile, review any applications You’ve submitted, see the status of those applications in addition to any saved job searches.
- You have the option to download or delete your career site data only by logging in here: <https://jobs.eaton.com/auth/1/login> and navigating to the “settings” tab. This does not delete your application data, it only deletes your profile data on the career site.
- You can withdraw your application anytime by logging directly in the applicant tracking system and navigating to “setting : [Log In to Applicant Tracking System Profile.](#)
- You can ask for the deletion of your Personal Data.
- You can ask for the correction of your Personal Data.
- You can object to processing of your Personal Data, ask us to restrict processing of your Personal Data or request portability of your Personal Data.
- If we have collected and process Your Personal Data with Your consent, You can withdraw Your consent at any time. Withdrawing Your consent will not affect the lawfulness of any processing we conducted prior to Your withdrawal, nor will it affect processing of Your Personal Data conducted in reliance on lawful processing grounds other than consent.
- You have the right to complain to a data protection authority about our collection and use of Your Personal Data.

To exercise one of the above rights (except the last one) please contact by sending a request to applicantdata@eaton.com.

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection and privacy laws.

5. Personal Data Dispute resolution

You can also always submit any claim regarding Your Personal Data or Eaton’s practices concerning Personal Data to:

Global Ethics and Compliance
Data Protection and Privacy Office
Eaton Corporation
1000 Eaton Center
Cleveland, Ohio 44122
dataprotection@eaton.com



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For all other questions, please contact your Talent and Acquisition contact person or send an email to applicantdata@eaton.com.

6. International data transfers, Privacy Shield information

Your Personal Data may be transferred to and processed in countries other than the country in which you are resident. These countries may have data protection and privacy laws that are different to the laws of your country.

However, we have taken appropriate safeguards to require that Your Personal Data will remain protected in accordance with this Notice. These include implementing the European Commission's Standard Contractual Clauses for transfers of Personal Data between our group companies, which require all group companies to protect Personal Data they process from the European Economic Area (EEA) in accordance with European Union data protection law.

Additionally, Eaton Corporation (and its US affiliates listed below) complies with the EU-US and the Swiss-US Privacy Shield Framework Principles (including the Supplemental Principles) as set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal information transferred from the European Union and/or Switzerland, respectively, to the United States.

Eaton Corporation has certified that it adheres to the Privacy Shield Principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability. If there is any conflict between the policies in this Privacy Notice and the Privacy Shield Principles, the Privacy Shield Principles shall govern.

Eaton Corporation is subject to the investigatory and enforcement powers of the Federal Trade Commission (FTC). In that regard, it certifies that it complies with the seven EU-US Privacy Shield Framework Principles set forth by the United States Department of Commerce, in relation to Personal Data collected in the European Union.

To learn more about the Privacy Shield program, the Privacy Shield Principles and to view our certification page, please visit the U.S. Department of Commerce's Privacy Shield List by clicking on the following link: <http://www.commerce.gov/privacysshield/>

Eaton Corporation US affiliates:

- Azonix Corporation
- Bussmann International Holdings, LLC
- Bussmann International, Inc.
- Cannon Technologies, Inc.



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- CBE Services, Inc.
- Chagrin Highlands III Ltd.
- Cooper B-Line, Inc.
- Cooper Bussmann, LLC
- Cooper Crouse-Hinds MTL, Inc.
- Cooper Crouse-Hinds, LLC
- Cooper Electrical International, LLC
- Cooper Enterprises LLC
- Cooper Finance USA, Inc.
- Cooper Industries International, LLC
- Cooper Industries, LLC
- Cooper Interconnect, Inc.
- Cooper Lighting, LLC
- Cooper Notification, Inc.
- Cooper Power Systems, LLC
- Cooper Technologies Company
- Cooper Wheelock, Inc.
- Cooper Wiring Devices, Inc.
- Eaton Aeroquip LLC
- Eaton Aerospace LLC
- Eaton Ann Arbor LLC
- Eaton Electric Holdings LLC
- Eaton Holding LLC
- Eaton Hydraulics LLC
- Eaton Industrial Corporation
- Eaton Leasing Corporation



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- Eaton Worldwide LLC
- EIC Holding GP I
- EIC Holding GP II
- EIC Holding GP III
- EIC Holding GP IV
- EIC Holding I LLC
- EIC Holding II LLC
- EIC Holding III LLC
- EIC Holding IV LLC
- EIC Holding V LLC
- EIC Holding VI LLC
- Illumination Management Solutions, Inc.
- McGraw-Edison Development Corporation
- MTL Instruments LLC
- MTL Partners II, Inc.
- MTL Partners, Inc.
- Standard Automation & Control LP
- Sure Power, Inc.
- Wright Line Holding, Inc.
- Wright Line LLC
- Eaton Industries IX LLC
- Eaton Holding X Inc.
- Eaton Industries VIII LLC
- Eaton Industries XVI LLC
- Eaton Industries (Philippines), LLC
- Cooper Industries Middle East, LLC



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- Cooper Industries South Africa, LLC
- Cooper Industries Vietnam, LLC
- Cooper Industries Poland, LLC
- Eaton Automated Transmission Technologies Corporation

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