



## Canada Careers Privacy Notice

Grifols is a global healthcare group founded in Barcelona in 1909 committed to improving the health and wellbeing of people around the world. Its three main business units – Biopharma, Diagnostic and Bio Supplies – develop, produce and market innovative solutions and services that are sold in more than 100 countries.

Grifols respects the privacy rights of all data subjects who entrust Grifols with their personal data and is committed to complying with the data protection regulations applicable in each country.

This privacy notice has been prepared in accordance with applicable Canadian data protection legislation and notably the of *Personal Information Protection Act* of Alberta and of British Columbia and Quebec's *Act respecting the protection of personal information in the private sector*. It outlines Grifols' data collection practices and data subjects' rights in the context of Grifols' collection, use, storage, and communication ("processing") of their personal data.

This privacy notice applies to the processing of personal data of candidates or potential candidates that apply for and/or are offered a job position within a Grifols' group company ("you" or "your").

### 1. IDENTIFICATION OF THE ENTITIES PROCESSING THE PERSONAL DATA

The entities accountable for the processing of candidates' or potential candidates' personal data in Canada ("Employer") are:

- (a) Grifols Canada Ltd.  
5060 Spectrum Way, Suite 405  
Mississauga, Ontario  
L4W 5N5,
- (b) Grifols Canada Plasma Inc.  
531 Boul. Des Prairies, Building 15,  
Laval, Quebec  
H7V 1B7, or
- (c) Grifols Canada Therapeutics, Inc.  
2911 Avenue Marie Curie,  
Saint-Laurent, Québec  
H4S 0B7

The data protection officer acts as an interlocutor between Grifols and you to ensure Grifols' compliance with the data protection legislation and best protect your rights under such legislation. You may contact the data protection officer at: [Canadaprivacy@grifols.com](mailto:Canadaprivacy@grifols.com).

## 2. PURPOSES, CATEGORIES AND RECIPIENTS OF PERSONAL DATA

### Purposes

- To manage and assess your application or interest in a job position and, if applicable, the recruiting process. This processing includes without limitation:
  - Manage your access and use of the recruitment platform
  - Creation and edition of your profile, employment alerts and searches
  - Application to job offers through the recruitment platform, social network functionalities or any other third-party feature embedded in the platform
  - Communication with you in respect of the recruitment process
  - Performance of questionnaires, interviews, language, personality and other tests as needed

### Categories of personal data and recipients

#### Categories of personal data:

- Identification data and personal characteristics<sup>1</sup>.
- Contact details<sup>2</sup>.
- Professional data<sup>3</sup>.
- Browsing history data<sup>4</sup>.

#### Recipients:

- Grifols' group of companies.
- Providers of products and services.
- Workers' legal representation.

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<sup>1</sup> For example, name, last name, username.

<sup>2</sup> For example, home address, personal e-mail address and telephone number.

<sup>3</sup> For example, professional contact details, job position, place of work, member of professional associations.

<sup>4</sup> For example, IP address, device or user ID, browser type and version, visited sections, country from which the connection is made.

- To perform background screening and reference checks to assess your suitability for a specific job position. This screening may be legally mandatory for certain job positions and may include but is not limited to:
  - Identity and academic verification
  - Employment verification with current and past employers
  - Media searches including social networks
  - Criminal background checks

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Academic information<sup>8</sup>.
- Convictions and criminal offences data.

### Recipients:

- Grifols' group of companies.
  - Providers of products and services.
  - Workers' legal representation.
- To offer you a job position if you have been selected by sending you the job offer letter and other relevant documentation.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.

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<sup>5</sup> For example, name, last name, username.

<sup>6</sup> For example, home address, personal e-mail address and telephone number.

<sup>7</sup> For example, professional contact details, job position, place of work, member of professional associations.

<sup>8</sup> For example, training, degree, curriculum vitae.

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- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Financial data<sup>9</sup>.
- Academic information<sup>8</sup>.

## Recipients:

- Grifols' group of companies.
  - Providers of products and services.
  - Workers' legal representation.
- To send surveys or similar documents

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Academic information<sup>8</sup>.
- Interests and preferences.

### Recipients:

- Grifols' group of companies.
  - Providers of products and services.
- To contact you for future job positions of the Employer and/or of other Grifols' group companies based on your preferred selection and send you general company and job-related information by any means, including electronic ones. As set out in Section 6 you can withdraw your consent to have your data processed for this purpose.

## **Categories of personal data and recipients**

### Categories of personal data:

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<sup>9</sup> For example, bank details.,

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- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Browsing history data<sup>10</sup>.

## Recipients:

- Grifols' group of companies.
- Providers of products and services.
- To manage and control your registration, participation and attendance to recruitment fairs, conferences, webinars, or similar events, in person or online, organized by Grifols or third parties.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Academic information<sup>8</sup>.

### Recipients:

- Grifols' group companies.
- Providers of products and services.
- To analyse and, where appropriate, respond to any requests for information, suggestions and/or queries made through the means provided for this purpose.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.

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<sup>10</sup> For example, IP address, device or user ID, browser type and version, visited sections, country from which the connection is made.

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- Professional data<sup>7</sup>.

## Recipients:

- Grifols' group companies.
- Providers of products and services.
- To interact (i.e., respond to messages or comments related to recruitment processes, generate reactions, share content, etc.) with users of Grifols' profiles on social networks, which would involve the communication of certain data (i.e., IP address and browsing history data) to the providers of these social networks.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Browsing history data<sup>10</sup>.

### Recipients:

- Grifols' group of companies.
- Providers of products and services.
- To carry out maintenance tasks in the recruiting platform, websites, landing pages and apps to offer a secure environment to its users.

## **Categories of personal data and recipients**

### Categories of personal data:

- Browsing history data<sup>10</sup>.

### Recipients:

- Grifols' group of companies.
- Providers of products and services.
- To customize certain features of the recruiting platform, websites, landing pages, and apps based on your browsing preferences and analyse your browsing behaviour with the aim of improving the services offered through these platforms. If applicable, the information about behavioural analysis is available in the Cookies Policy of the relevant website, landing page, or app.

## **Categories of personal data and recipients**

### Categories of personal data:

- Browsing history data<sup>10</sup>.
- Interests and preferences.

### Recipients:

- Grifols' group companies.
- Providers of products and services.
- To create profiles based on your attributes and characteristics identified through personality tests and on the information provided by you and other third-party sources. Grifols will use these profiles to assess your competencies and qualifications as a potential employee and evaluate whether your profile matches the specific position within the company. Automated decisions will not be taken based on such profile.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Professional data<sup>7</sup>.
- Academic information<sup>8</sup>.
- Interests and preferences.

### Recipients:

- Grifols' group of companies.
- Providers of products and services.
- To manage corporate reorganization activities.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.

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- Professional data<sup>7</sup>.
- Browsing history data<sup>10</sup>.
- Academic information<sup>8</sup>.
- Interests and preferences.
- Special categories of data<sup>11</sup>.

## Recipients:

- Grifols' group of companies.
  - Providers of products and services.
  - Potential investors or purchasers.
- To manage travel arrangements in relation to the assessment of a candidacy.

## **Categories of personal data and recipients**

### Categories of personal data:

- Identification data and personal characteristics<sup>5</sup>.
- Contact details<sup>6</sup>.
- Health data.

### Recipients:

- Grifols' group of companies.
- Providers of products and services.
- Public bodies.

Without prejudice to the categories of personal data shown in the table above, please be informed that the categories of personal data that are processed may differ depending on the jurisdiction of the potential Employer.

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<sup>11</sup> For example, health data, racial or ethnic origin, trade union membership and religious or philosophical beliefs, as permitted by applicable laws.



## 2.1 Recipients of personal data

The table above shows categories of recipients with whom Grifols may share your personal data by purpose. This section includes additional information regarding these recipients when applicable:

- Grifols' group of companies: The list is available [here](#).]
- Providers of products and services: for example, information technology providers, event organizers, human resources service providers, lawyers, auditors.

Grifols' website may include cookies or similar technologies from third parties other than Grifols. This usually occurs when the Grifols website incorporates elements from other websites (such as images or social network plugins, for example, to access Grifols' profile on these platforms) or when Grifols contracts third parties to provide measurement, analysis or marketing services for the website. By accepting the installation of these cookies, clicking on these plugins or performing similar actions, users' personal data (including, IP address and browsing data) may be transferred to the providers of these technologies, including social network providers. Grifols will not be liable for any further processing of such personal data by these providers.

- Legal representation of workers: staff representatives, trade union sections and representatives.
- Public bodies: such as health, labour, social, tax or judicial authorities, among others.
- Financial entities for the reimbursement of travel expenses when applicable.

Grifols operates globally. This means personal data may be processed and disclosed as described above, in any country in which we conduct business or have a service provider. Accordingly, when you provide your personal information to Grifols, you acknowledge and agree that we may disclose your personal data to recipients (including, but not limited to service providers, Grifols affiliates or agents, and Grifols IT servers) located in jurisdictions other than your own where it may be subject to such jurisdiction's law.

Grifols does not share your personal data with any other third party unless it is authorized by you or required by the applicable law.

## 3. RETENTION PERIOD

Grifols will retain your personal data for the time strictly necessary for the fulfilment of the purposes for which it has been collected or, if applicable, until the end of the statutes of limitation of any liabilities that may arise, and during the term required to comply with any applicable legal obligation.

Data stored in the recruitment platform will be retained for 3 years since your last access to the platform or the end of the recruitment process in which you participated.

## 4. SOURCES OF PERSONAL DATA

If you do not directly provide Grifols with your personal data, Grifols may obtain your personal data from recruitment agencies, present or former employers, other Grifols' employees, event organizers, databases and public sources, such as websites, social networks and publications, among others.

## 5. DATA PROTECTION RIGHTS

**Access and Amendment:** You can ask to access any personal data we hold about you and amend it if you believe that it is incorrect. To do so, we invite you to contact us at: [Canadaprivacy@grifols.com](mailto:Canadaprivacy@grifols.com).

**Withdrawal of Consent:** If you have provided your consent to the processing of some of your personal information, you have the right to fully or partly withdraw this consent by contacting us at: [Canadaprivacy@grifols.com](mailto:Canadaprivacy@grifols.com).

**Complaint to Regulatory Authorities:** Although we ask that you first contact us at: [Canadaprivacy@grifols.com](mailto:Canadaprivacy@grifols.com), if you believe that any of your rights regarding our processing of your personal information may have been violated, you have, at all times, the right to lodge a complaint with the applicable supervisory authority, or to seek a remedy through the courts.

**Quebec Residents' Rights:** If you reside in the province of Quebec, in certain circumstances, you may also have: i) the right to request that we cease disseminating your personal information, ii) the right to request that we de-index any hyperlink attached to your name that provides access to information by a technological means; iii) the right to request that we re-index a link providing access to information; or iv) the right to request that we communicate to you, as well as to any person or body authorized by law to collect such information, any computerized personal information collected from you in a commonly used technological format.

You may exercise, when appropriate, your data protection rights by, for example, sending a written communication to Grifols at [Canadaprivacy@grifols.com](mailto:Canadaprivacy@grifols.com) with the subject line "Recruiting". To that end, Grifols may request further information or documents if necessary and appropriate to identify you.

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