



APPLICANT & CANDIDATE PERSONAL INFORMATION PRIVACY NOTICE

Why Am I Receiving this Notice?

Pure Storage, Inc. and its subsidiaries and affiliates ("Pure" or the "Company") operate in many different countries. Some of these countries have laws related to the collection, use, transfer and disclosure of the personal information of individuals, including applicants. We take these obligations very seriously and are committed to protecting the privacy of job applicants.

The purpose of this Applicant & Candidate Personal Information Privacy Notice ("Notice") is to give job applicants information about what personal information we collect; how we collect, use and disclose that information and the legal grounds for us doing this; and individual rights in respect of personal information.

Pure is the data controller of your personal information and is responsible for how your personal information is processed. In addition, we may be the data controller with respect to certain centralized HR processes.

Please note that this Notice does not form part of your job application and is not a contract of employment. We may update the Notice at any time. It is important you read this Notice, so that you are aware of how and why we are using your personal information.

What Information Do We Collect About Applicants?

Prior to employment with Pure, we may collect and process information about applicants in order to fulfil our contractual obligations, for example, paying salary and providing benefits. We refer to such information in this Notice as "Personal Information." We may collect Personal Information that is relevant to your job application with Pure like:

- **Personal Details:** Name, Applicant identification number, work and home contact details (email, phone numbers, physical address) languages(s) spoken, gender, date of birth, national identification number, social security number, marital/civil partnership status, dependents' personal details, disability status, emergency contact information and photograph;
- **Documentation Required under Immigration Laws:** Citizenship and passport data, details of residency or work permit;
- **Compensation and Payroll:** Base salary, bonus benefits, compensation type, pension information, salary step within assigned grade, details on stock options, stock grants and other awards, currency, pay frequency, effective date of current compensation, salary reviews, banking details, working time records (including vacation and other absence records, leave status, hours worked and department standard hours), pay data and termination date;
- **Position:** Description of current position, job title, corporate status, management category, job code, salary plan, pay grade or level, job function(s) and subfunction(s), company name and code (legal employer entity), branch/unit/department, location, employment status and type, full-time/part-time, terms of employment, employment contract, work history, hire/re-hire and termination date(s) and reason, length of service, retirement eligibility, promotions and disciplinary records, date of transfers, and reporting manager(s) information;
- **Application and Talent Management Information:** Details contained in letters of application and resume/CV (previous employment background, education history, professional qualifications, language and other relevant skills, certification, certification expiration dates), information necessary to complete a background check, details on performance management ratings, development programs planned and attended, e-learning programs, performance and development reviews, willingness to relocate, driver's license information, and information used to populate Applicant biographies;
- **Management Records:** Details of any shares of common stock or directorships;
- **System and Application Data:** Information required to access company systems and applications such as System ID, LAN ID, email account, instant messaging account, mainframe ID, previous Applicant ID, previous manager Applicant ID, system passwords, Applicant status reason, branch state, country code, previous company details, previous branch details, and previous department details, and electronic content produced by you using Company systems; and
- **Sensitive Information:** Personal Data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation, and/or criminal conviction data.

Use of Artificial Intelligence in the Hiring Process

To enhance the efficiency of our recruitment process, we utilize artificial intelligence (AI). In most cases, we process your personal data using AI systems and tools to improve the efficiency, quality, and speed of Pure's business processes.

- **What the AI Does:** Some (non-exhaustive) examples of tasks that Pure may use AI tools to help with include extracting and categorising information from your application, such as your skills, qualifications, and employment history, into a standardised format for our recruitment team to review, creating transcripts of interviews, and assessing applications/CVs against defined job description criteria to make suggestions to the individuals evaluating your candidacy.
- **What the AI Does Not Do:** AI is not used to make hiring decisions or automatically filter applicants. All final decisions in relation to your suitability for a role are taken by our talent acquisition team and those individuals involved in the hiring process.
- **Human Oversight:** The information processed by our AI is always reviewed and verified by a member of our hiring team before any decisions are made regarding your application.
- Your personal data and the results of any processing are not shared with AI applications outside of Pure infrastructure.
- The use of AI in this context is based on our legitimate interest to streamline our recruitment process. You have the right to object to this processing.

From Which Sources Do We Collect Personal Information?

We may collect Personal Information from the following sources:

Applicants: in person, online, by telephone, or in written correspondence and forms;

Third-party Providers: websites where you can apply for jobs at Pure, take advantage of services made available to Applicants, or manage stocks; these may include meeting scheduling tools and/or online interview tools, which may include recording of interviews and the use of AI generated summaries of interviews.

Previous employers: in the form of employment references or verifications;

Background and credit check vendors: as part of the recruitment process. This check may include employment history, educational qualifications, conduct searches, ID check, and a global sanctions check. For senior level roles, or roles within Finance, HR, Internal Audit or Legal, a criminal record check will also be performed. For candidates applying for roles based in the US, additional checks may be performed such as sex offender registry and SSN Trace/Validation; **Employment agencies and recruiters;** and **Providers of sanctions and "politically exposed persons" screening lists.**

Why We Use or Process Personal Information?

We will only use Personal Information when the law allows us to. Most commonly, we will use your Personal Information where it is necessary to perform obligations or exercise rights under your employment contract; where it is necessary for us to comply with a legal obligation (including, in respect of Sensitive Information, obligations under employment law); and/or where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests.

We may also use your Personal Information in rare circumstances where it is necessary to protect your (or someone else's) vital interests (and, in the case of Sensitive Information, where you are incapable of consenting); where it is necessary for us to defend, prosecute or make a claim against you, us or a third party; and/or in the case of Sensitive Information, where you have made the information public.

We may process Personal Information for the following purposes:

- **Managing Workforce:** Managing work activities and personnel generally, including recruitment, appraisals, performance management, promotions and succession planning, rehiring, administering salary, and payment administration and reviews, wages and other awards such as stock options, stock grants and bonuses, healthcare, pensions and savings plans, training, leave, managing sickness leave, promotions, transfers, secondments, honoring other contractual benefits, providing employment references, loans, performing workforce analysis and planning, performing Applicant surveys, performing background checks, managing disciplinary matters, grievances and terminations, reviewing employment decisions, making business travel arrangements, managing business expenses and reimbursements, planning and monitoring of training requirements and career development activities and skills, and creating and maintaining one or more internal directories;

- **Communications and Emergencies:** Facilitating communication with you, ensuring business continuity, providing references, protecting the health and safety of applicants and others, safeguarding IT infrastructure, office equipment and other property, facilitating communication with your nominated contacts in an emergency;
- **Business Operations:** Operating and managing the IT and communications systems, managing product and service development, improving products and services, managing company assets, allocating company assets and human resources, strategic planning, project management, business continuity, compilation of audit trails and other reporting tools, maintaining records relating to business activities, budgeting, financial management and reporting, communications, managing mergers, acquisitions, sales, re-organizations or disposals and integration with purchaser; and
- **Compliance:** Complying with legal and other requirements, such as income tax and national insurance deductions, record-keeping and reporting obligations, conducting audits, compliance with government inspections and other requests from government or other public authorities, responding to legal process such as subpoenas, pursuing legal rights and remedies, defending litigation and managing any internal complaints or claims, conducting investigations and complying with internal policies and procedures.

There may be more than one purpose that justifies our use of your Personal Information in any particular circumstance.

We will only use your Personal Information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If we need to use your Personal Information for an unrelated purpose, we will notify you and explain the legal basis which allows us to do so.

If you fail to provide certain Personal Information when requested, we may not be able to process your application or offer you employment. Occasionally, we may need to share Personal Information with the following unaffiliated third parties like professional advisors, service providers, public and governmental authorities, third parties in corporate transactions, or even future employers and their vendors.

Transfer of Personal Information

Pure may disclose Personal Information throughout the world to fulfil the purposes described above. This may include transferring Personal Information to other countries (including countries other than where an Applicant is based and located) that have different data protection regimes which may not be deemed to provide a different level of protection for Personal Information. However, Pure strives to provide a consistent level of protection for all Personal Information as outlined below.

How We Protect Data Security

Pure will take appropriate measures to protect Personal Information that are consistent with applicable privacy and data security laws and regulations, including requiring service providers to use appropriate measures to protect the confidentiality and security of Personal Information.

Access to Personal Information within Pure will be limited to those who have a need to know the information for the purposes described above, and may include prospective hiring managers or their designees, personnel in HR, IT, Legal, Finance, Accounting and Internal Audit. All personnel will generally have access to Applicants' business contact information such as name, position, telephone number, postal address and email address.

Pure has put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach of your Personal Information where we are legally required to do so.

What Data Do We Retain?

Pure's retention periods for Personal Information are based on business needs and legal requirements. We retain Personal Information for as long as is necessary for the processing purpose(s) for which the information was collected, as set out in this Notice, and any other permissible, related purposes. For example, we may retain certain information to comply with regulatory requirements regarding the retention of such data, or in the event a litigation hold is imposed.

When Personal Information is no longer needed, we either irreversibly anonymize the data (and we may further retain and use the anonymized information) or securely destroy the data.

How We Keep Data Up to Date

Pure will take reasonable steps to ensure that the Personal Information processed is reliable for its intended use and is accurate and complete for carrying out the purposes described in this Notice. We also encourage applicants to manage their own data and update it as necessary in Greenhouse.

What Are Your Rights?

You have the right, in certain circumstances, to object to the processing of your Personal Information, to access your Personal Information, to correct inaccurate Personal Information, to have your Personal Information erased, to restrict the processing of your Personal Information, to receive the Personal Information you have provided to Pure in a structured, commonly used and machine-readable format for onward transmission, and to object to automated decision-making. If you wish to exercise any of these rights, please complete a Data Subject Rights request via our online form [here](#).

Please note that Pure is only obligated to comply with data protection laws or other laws and regulations applicable to the treatment of your Personal Information, and that certain Personal Information may be exempt from such access, correction, erasure, restriction and portability requests in accordance with applicable data protection laws or other applicable laws and regulations.

You can find additional information with your local data protection supervisory authority. For help with this, you may contact privacy@purestorage.com.

What Are Your Obligations?

You should keep your Personal Information up to date and inform us of any significant changes to your Personal Information during the application process. You agree to inform any third parties (including dependents) whose Personal Information you provide to Pure about the content of this Notice, and to obtain their consent (provided they are legally competent to give consent) for the use (including transfer and disclosure) of that Personal Information by Pure as set out in this Notice. You further agree to follow applicable law and Pure's policies, standards and procedures that are brought to your attention when handling any Personal Information to which you have access in the course of your relationship with Pure. In particular, you will not access or use any Personal Information for any purpose other than in connection with and to the extent necessary for your job application with Pure. You understand that these obligations continue to exist whether or not you become employed by Pure.

Further Questions or Complaints?

Please contact privacy@purestorage.com with any questions or complaints regarding this Notice or Pure's privacy practices.