

申请人隐私声明

Micron Applicant Privacy Notice

Micron Technology, Inc. and its group companies (collectively “Micron”, “we”, “us” or “our”) are committed to conducting business with uncompromising integrity and professionalism, and this includes respecting your privacy and protecting your personal data.

In this Applicant Privacy Notice (this “Notice”), we provide you with details about how we process your personal data when you are pursuing a job, internship, apprenticeship, traineeship or other work relationship with us, or when we are otherwise processing your personal information for recruitment purposes. “Processing” means collecting, using, sharing, transferring and storing of your personal data.

It is important that you read and retain this Notice, as well as any other communications, policies, documents, or postings from Micron regarding your privacy that we may provide when we are processing your personal data.

We encourage you to contact us (see “How to Contact Us” below) if you have any questions or concerns. If you are working through an agency or contracting service, we encourage you to review that organization’s privacy policies and practices in addition to this Notice. This Notice normally would not apply to their processing of your personal information.

Last Updated: January 1, 2023

美光申请人隐私声明

美光科技股份有限公司及其集团公司（统称为“美光”、“我们”或“我们的”）致力于以毫不妥协的诚信和专业精神来经营业务，包括尊重您的隐私并保护您的个人数据。

在本《申请人隐私声明》（本“声明”）中，我们向您详细介绍了在您寻求与我们建立工作、实习、学徒、培训或其他工作关系时，或者在我们出于招聘目的处理您的个人信息时，我们将如何处理您的个人数据。“处理”是指收集、使用、共享、传输和存储您的个人数据。

您务必阅读和保留本声明以及我们在处理您个人数据时可能提供的关于您隐私权的来自美光的任何其他通信、政策、文档或帖子。

如果您有任何疑问或顾虑，欢迎联系我们（参见下面的“如何联系我们”）。如果您通过某中介机构或外包服务为我们工作，我们建议您查看该机构的隐私政策和做法以及本声明。本声明通常不适用于他们对您个人信息进行的处理。

最后更新日期：2023 年 1 月 1 日

申请人隐私声明

1. SCOPE OF THIS APPLICANT NOTICE

This Notice applies globally to all individuals whose personal data (defined in Section 3 below) we may process regarding potential interest in working at Micron, whether as an employee, contract worker, trainee, intern or apprentice, as well as other individuals whose personal data we process for recruitment purposes (such as for evaluation of whether to contact them about working with us) (collectively “Candidates”).

This Notice describes how we process your personal data, whether collected by Micron or our agents, or provided by you, in connection with our recruitment process.

This Notice does not create or form part of any contract for employment, whether permanent or temporary, or any other contract to provide services to or receive services from Micron.

Please remember that our [Terms of Use](#), our [Micron Privacy Notice](#), and other policies and procedures, as applicable, also govern your interactions with us and any use of our networks, systems, applications, assets, services or websites.

1. 本申请人声明的适用范围

本声明在全球范围内适用于由于对在美光工作有潜在兴趣而导致其个人数据（定义见下文第 3 节）受到我们处理的所有个人（无论是员工、合同工、培训生、实习生还是学徒）以及我们出于招聘目的（例如，评估是否联系他们为我们工作）处理其个人数据的其他个人（统称为“求职者”）。

本声明描述了我们如何处理与我们的招聘流程相关的您的个人数据，无论是由美光或我们的中介收集的，还是由您提供的个人数据。

本声明不建立或构成任何长期或临时雇佣合同的组成部分，或任何其他旨在向美光提供服务或接受美光所提供的服务的合同。

请记住，美光 [《使用条款》](#)、[《美光隐私声明》](#) 和其他政策和程序在适用的情况下也管辖着您与美光的互动以及对美光的网络、系统、应用程序、资产、服务或网站的使用。

2. YOUR RIGHTS AND PREFERENCES

Privacy and data laws in different countries and regions around the world give individuals certain rights in relation to their personal data. We conduct our privacy practices according to this Notice, our [Micron Privacy Notice](#), our Employment Privacy Notice and the relevant laws of the countries or regions in which we interact with you.

2. 您的权利和偏好

申请人隐私声明

全球不同国家/地区的隐私和数据法律赋予了个人对其个人数据享有某些权利。我们根据本声明、[《美光隐私声明》](#)、我们的《雇佣隐私声明》以及我们与您互动所在的国家/地区的相关法律来实施我们的隐私做法。

3. INFORMATION WE COLLECT ABOUT YOU

When used in this Notice, “personal data” means any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual (“data subject”), and includes “personal data” or “personal information” as defined in applicable data protection laws. Data that cannot be associated with you, such as aggregated, de-identified or anonymized information (“Anonymous Information”), is not personal data.

We may process the following categories of personal data about you during and after a recruitment interaction with Micron:

- **Personal Identifiers:**
 - Personal contact details such as name, title, address, date and place of birth, candidate ID, telephone number and email address
 - Driver’s license number, passport number, nationality/visa status, or related information
- **Protected Classifications and Sensitive Personal Data:**
 - Information about your race, ethnicity, religion, disability, veteran’s status, or sexual orientation if you choose to provide it during the application process on a strictly voluntary basis
 - Background checks (for select Candidates in certain countries)
 - Health and medical data, such as information about disabilities
- **Employment- or Education-related Information:**
 - Right-to-work documentation
 - Job titles, salary history, work history, working hours, training records
 - Educational records
 - Professional memberships, board memberships, and other professional activities or roles
 - References
 - Other information included in a CV or cover letter or as part of your application to work at Micron
 - For some roles in some countries, information from career-relevant publicly available social media or networking sites such as LinkedIn
 - Information about additional skills that our systems infer that you may have, if you choose to submit your application through our career portal. More detail is provided in the career portal.
- **Internet activity information:**

申请人隐私声明

- Information collected through cookies and similar technologies when you browse our website, subject to any consents or preference settings (see our [Micron Privacy Notice and Cookie Policy](#) for further information)

3. 我们收集的关于您的信息

本声明中使用的“个人数据”一词指的是任何能直接或间接地识别、关联至、描述或能直接或间接地合理关联或可能直接或间接地合理关联至个人（“数据主体”）的信息，并且包括适用的数据保护法律中定义的“个人数据”或“个人信息”。个人数据不包括那些无法关联至您的数据，例如汇总的、去身份识别的或匿名的信息（“匿名信息”）。

我们在您与美光的招聘互动期间或之后可能会处理关于您的下列类别的个人数据：

- 个人标识符：**
 - 个人联系信息，例如姓名、职位、地址、出生日期和出生地点、求职者 ID、电话号码和电子邮件地址
 - 驾照编号、护照编号、国籍/签证身份或相关信息
- 受保护的类别和敏感个人数据：**
 - 有关您的种族、民族、宗教、残疾、退伍军人身份或性取向的信息（如果您选择在应聘过程中在完全自愿的情况下提供）
 - 背景调查（对于某些国家/地区的某些求职者）
 - 健康和医疗数据，例如关于残疾的信息
- 雇佣或教育相关信息：**
 - 劳动权文件
 - 职务名称、薪资历史、工作履历、工作时数、培训记录
 - 教育记录
 - 专业会员身份、董事会成员身份和其他专业活动或角色
 - 参考
 - 您在简历或求职信中注明的其他信息或者您在向美光求职时提供的其他信息
 - 对于某些国家/地区的某些职位，可从职业相关社交媒体或网站（如 LinkedIn）上公开获得的信息
 - 与我们的系统推断您可能拥有的其他技能相关的信息（如果您选择通过我们的求职门户网站提交求职申请）。更多详细信息，请参见求职门户网站。
- 互联网活动信息：**
 - 在获得任何同意或任何偏好设置的情况下，在您浏览我们的网站时，会通过 Cookie 和类似技术收集信息（有关更多信息，请参见 [《美光隐私声明》](#) 和 [《Cookie 政策》](#)）。

4. HOW WE COLLECT YOUR PERSONAL DATA

We may collect personal data about you through the application and recruitment process, directly from you, from employment agencies, through screening services, and/or background-

申请人隐私声明

check providers. We may collect additional information from third parties including former employers, other references, recruiting providers, credit reference agencies, publicly available websites such as LinkedIn, or other sources that supply employment or identity verification services.

If you are under the applicable legal age of employment in your geography, do not supply any personal data to any Micron or affiliate websites for the purposes of applying for or obtaining a job, internship, apprenticeship or traineeship with Micron.

4. 我们如何收集您的个人数据

我们可能通过申请和招聘流程、直接从您、从猎头公司、通过筛查服务商和/或背景调查服务提供商收集关于您的个人数据。我们可能从第三方（包括前雇主、其他推荐机构、招聘服务提供商、信用机构以及 LinkedIn 等公共网站或者其他提供就业或身份认证服务的来源）收集其他信息。

如果您未达到您所在地区的相应法定工作年龄，请勿为了申请或获得与美光之间的工作、实习或学徒/培训关系而将任何个人数据提供给任何美光或附属公司网站。

5. HOW WE USE YOUR PERSONAL INFORMATION

We will only process your personal data as permitted by applicable law and our policies.

We use your personal data for the following purposes:

- **Decisions related to recruitment:**
 - ascertaining your fitness for work;
 - assessing your candidacy for specific open job positions or your qualifications for other roles within Micron; and
 - making decisions about your application; determining whether to offer you a position and on what terms.
- **Related Business Purposes:**
 - conducting data analytics studies to review and better understand Candidate demographics and our application process;
 - attracting and maintaining a diverse workforce;
 - arranging travel and other accommodations;
 - setting up access to IT systems and support to enable access to our facilities, resources and systems; and
 - handling legal disputes.
- **Security measures and complying with health and safety obligations:**
 - ensuring your safety along with the safety of our facilities, resources, employees and other people interacting with Micron;
 - preventing fraud and securing our systems, data, resources, and facilities from unauthorized access or exploitation;
 - monitoring compliance with our IT policies;

申请人隐私声明

- ensuring network and information security, including preventing unauthorized access to our computer and electronic communications systems, and preventing malicious software distribution; or
- investigating theft and other illegal activities.
- **Compliance:**
 - verifying your identity, nationality, and employment status;
 - ensuring that you are legally permitted to work in your geography of hire;
 - complying with equal employment opportunity legislation and other legal requirements applicable to us in the application and employment context; or
 - monitoring equal opportunities and diversity in accordance with the applicable law.

We may also process your personal data for other purposes with your consent or at your direction, which consent you may withdraw or modify at any time by contacting us.

5. 我们如何使用您的个人信息

我们只在适用法律和我们的政策允许的范围内处理您的个人数据。

我们会将您的个人数据用于以下目的：

- **与招聘相关的决定：**
 - 确定您是否适合工作；
 - 评估您是否具备特定空缺职位的求职资格或您是否具备美光其他职位的资格；以及
 - 做出关于您应聘的决定；确定是否要录用您以及录用条款。
- **相关业务目的：**
 - 开展数据分析研究，以审查和更好地了解求职者的人口统计信息和我们的申请流程；
 - 吸引和保持多元化的员工队伍；
 - 安排差旅和其他住宿；
 - 设置对信息技术系统和配套设备的访问权限，以便能够访问我们的设施、资源和系统；以及
 - 处理法律纠纷。
- **安全措施以及履行健康与安全义务：**
 - 确保您的安全以及我们的设施、资源、员工和其他与美光互动的人员的安全；
 - 防止欺诈，并使我们的系统、数据、资源和设施免遭未经授权的访问或利用；
 - 监控我们 IT 政策的遵守情况；
 - 确保网络和信息安全，包括防止未经授权访问我们的计算机和电子通信系统，以及防止恶意软件传播；或
 - 调查盗窃或其他非法活动。
- **合规性：**
 - 核实您的身份、国籍和就业状况；
 - 确保您已取得法律许可，有权在您所在的雇佣地域工作；

申请人隐私声明

- 在应聘和雇佣过程中遵守平等就业机会法律和其他适用于我们的法律要求；或者
- 根据适用的法律来监控平等机会和多元化。

我们还可能根据您同意或指定的其他用途处理您的个人数据。您可以随时通过联系我们来撤回或修改您的同意。

6. DISCLOSURE OF YOUR PERSONAL DATA

We may disclose any personal data as described in this Notice to third party service providers we use to support our business.

Through our contracts with our service providers, we strive to require that they only use personal data we share with them for the purposes for which we disclose it to them. The categories of service providers that we share information with and the services they provide are:

- **Professional services consultants** that assist with our recruitment process, provide legal services, or supply project-based resources and assistance;
- **Vendors** that assist with application and employment processes, including assessing candidate qualifications, providing the platform through which candidates submit their candidacy, conducting background checks, and verifying compliance with Micron policies and applicable laws;
- **Security vendors** that assist with security incident verification and response, service notifications, and fraud prevention; and
- **IT vendors** that assist with system design, architecture and implementation, hosting and maintenance, data and software storage, and network operations.

We may also disclose your personal data to other external parties, such as regulators, courts and other authorities, when required by law or to protect Micron or other persons, as described in this Notice.

We may disclose your personal data to a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, sale or other transfer of some or all of Micron's assets, in which personal data held by Micron about you is among the assets transferred.

We may disclose Anonymous Information without restriction.

6. 披露您的个人数据

我们可以根据本声明所述条款，将任何个人数据披露给受我们委托以支持我们业务的第三方服务提供商。

申请人隐私声明

通过我们与服务提供商之间的合同，我们尽力要求他们只把从我们收到的个人数据用于我们披露给他们时的预定用途。我们向其分享信息的服务提供商以及他们提供的服务如下：

- 协助我们的招聘流程、提供法律服务或提供项目相关资源和协助的**专业服务顾问**；
- 在申请与就业流程方面提供帮助（包括评估候选人资质，提供候选人提交资质所需的平台，实施背景调查，核实美光政策和适用法律的遵守情况）的**供应商**；
- 在安全事件核实和响应、服务通知和欺诈防范方面提供协助的**安全供应商**；以及
- 在系统设计、架构和实施、托管和维护、数据和软件存储以及网络运营方面提供协助的**IT 供应商**。

我们还可能按照本声明将您的个人数据披露给其他外部方（如监管机构、法院和其他部门），以满足法律的要求或者保护美光或其他个人。

如果部分或全部美光资产发生合并、分立、重组、重构、解散、出售或其他转让，导致美光持有的关于您的个人数据也一并转让，则我们可能把您的个人数据披露给买方或其他继任者。

我们可以不受限制地披露匿名信息。

7. DATA SECURITY

We strive to implement measures to help safeguard your personal data from accidental loss and from unauthorized access, use, alteration, and disclosure. We use physical, administrative, and technical safeguards for these purposes. Depending on the data and system, these may include data minimization, aggregation, anonymization, cyber and logistics security, encryption, physical security, business continuity and disaster recovery, and risk management systems and processes.

7. 数据安全性

我们尽力实施各种措施以帮助保护您的个人数据免遭意外丢失和未经授权的访问、使用、篡改和披露。为此，我们使用物理、行政和技术防护措施。视数据和系统而定，这些措施可能包括数据缩小、汇总化、匿名化、网络和后勤安全、加密、物理安全、业务连续性和灾难复原以及风险管理系统和流程。

8. DATA RETENTION AND MANAGING YOUR DATA

Your personal data is retained for as long as necessary to fulfil our business purposes disclosed in this Notice, and for any longer period as may be permitted or required by law, or as may be necessary in connection with any ongoing relationship you may have with Micron. The specific duration of retention depends on many factors, including the record type, your relationship with Micron, and your location. Rights that may depend on the country or region in which you are resident are covered more extensively in our [Micron Privacy Notice, Employment Privacy Notice](#)

申请人隐私声明

and under Sections 9 and 10 below. These notices provide additional information on how we will respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

8. 数据保留以及管理您的数据

您的个人数据的保留期限应为满足本声明中披露的我们的业务目的所需的时间，以及法律允许或要求的任何更长时间，或您与美光持续任何关系所需的时间。具体的保留期限取决于许多因素，包括记录类型、您与美光之间的关系以及您的地点。视您的居住国家/地区而定的权利详见[《美光隐私声明》](#)、[《雇佣隐私声明》](#)和下文第 9 节和第 10 节。这些声明详细阐述了在您根据适用的数据保护法律行使数据保护权利时我们会如何回应您。

9. INTERNATIONAL DATA TRANSFERS

Where permitted by applicable law, we may process your personal data in any country or region where we have facilities, business operations, affiliates, subsidiaries, or in which we engage service providers, and we may transfer your personal data amongst these countries, regions, and entities. Some countries may have data protection laws that are different from the laws of your country.

Micron complies as a self-certifying entity with the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks, as described in our [Privacy Shield Policy](#), where you can find additional information regarding how Micron complies with the Privacy Shield Frameworks. However, Micron no longer relies on those Frameworks for its own transfers of personal data from the European Union (“EU”), the European Economic Area (“EEA”), the United Kingdom (“UK”), or Switzerland (“CH”) to the jurisdictions that they have not recognized as having laws that provide an adequate level of protection. Instead, Micron relies on the legal mechanisms such as the European Commission approved Standard Contractual Clauses or your consent (in limited circumstances) for such transfers and for other transfers to jurisdictions that have not been recognized as having laws that provide adequate protection. For a copy of the Clauses, you may contact us as described below.

If you have specific questions about employment practices in your jurisdiction, please refer to the contact information for your jurisdiction listed in Section 10.

9. 国际数据传输

在适用法律允许的情况下，我们可能在我们设有设施、业务运营、附属公司、子公司或我们聘用服务提供商的任何国家/地区处理您的个人数据，并且我们可能在这些国家、地区和实体之间传输您的个人数据。一些国家/地区的数据保护法律可能与您所在国家/地区的法律有所不同。

申请人隐私声明

正如美光 [《隐私保护政策》](#) 所述，美光作为自认证实体遵守欧盟-美国隐私保护框架和瑞士-美国隐私保护框架，您可以在该政策中找到更多关于美光如何遵守隐私保护框架的信息。然而，在美光将个人数据从欧盟（“EU”）、欧洲经济区（“EEA”）、英国（“UK”）或瑞士（“CH”）传输至任何被认定为没有可提供充分隐私保护的法律的司法辖区时，美光不再依赖于这些框架，而是依赖于欧盟委员会批准的《标准合同条款》等法律机制或您的同意（在少数情形下）。如需相关条款的副本，您可以按照下文所述方式联系我们。

如果您对于您所在司法辖区的雇佣做法有任何特定疑问，请使用第 10 节所列出的您所在司法辖区的联系信息。

10. ADDITIONAL COUNTRY OR REGIONAL PRIVACY CONSIDERATIONS

Because Micron has adopted a global view on privacy with the intent of providing strong privacy rights regardless of where an individual resides, our use of terminology in this Notice should be interpreted to reflect that intent. You can find additional privacy terms that may be relevant to your specific country or region below. In addition to contacting Micron, you may also contact your local Data Protection Authority with any questions or concerns regarding your privacy rights.

CHINA

Controlling Law:

As a resident of China, during your interactions with us for purposes of finding or applying for a job, the processing of your personal data will occur under the terms of this Notice, as modified or supplemented by those Chinese privacy terms which are intended to capture applicable privacy rules, including the Personal Information Protection Law, the Cybersecurity Law and General Principles of The Civil Law.

Contacting Micron in China:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under “How to Contact Us” or at our regional Chinese operations located at: 18F, Building 1, 1535 Hong Mei Road, Xuhui District, Shanghai, P.R. China.

10. 其他国家/地区性隐私考量

因为美光在隐私方面采取了全球视角（旨在提供强大的隐私权利，而不论个人居住在哪个国家/地区），本声明中使用的各术语应被解读为体现这一意图。您可以在下文中找到与您所在国家/地区相关的额外的隐私术语。除了可以联系美光外，您还可以联系您当地的数据保护当局，以解决任何有关您隐私权利的疑问或顾虑。

中国

申请人隐私声明

管辖法律：

作为中国居民，在您为寻找或应聘工作而与我们互动期间，将按照本声明的条款处理您的个人数据，并以旨在体现适用隐私规定（包括《个人信息保护法》、《网络安全法》和《民法通则》）的中国隐私条款加以修改或补充。

美光在中国的联系方式：

美光及其附属公司和授权第三方是个人数据的相关数据控制方。您应直接联系第三方。您可以根据“如何联系我们”中所述的联系方式来联系美光及其附属公司，或者联系我们在中国区的运营地点：中国上海市徐汇区虹梅路 1535 号 1 号楼 18 层。

11. CHANGES TO OUR NOTICE.

From time to time we may change this Notice, our Micron Privacy Notice, our Employment Privacy Notice or any of our supporting privacy procedures. We reserve the right to make such changes at any time and without prior notice to you.

If we make material changes to the way we process your personal data in relation to our recruitment activities, we will provide you notice by making the most current version of this Notice, our Micron Privacy Notice, and/or any supporting privacy procedures (to the extent that such procedures are normally made publicly available by Micron) available to you, such as by posting on our websites or sending it via email. Please review any changes we provide carefully. All changes to this Notice are effective immediately upon publication and your continued interaction with us for purposes of searching or applying for a job shall constitute your agreement to all changes.

11. 本声明的变更。

我们可能不时变更本声明、《美光隐私声明》、我们的《雇佣隐私声明》或者任何辅助的隐私程序。我们保留随时进行此类变更的权利，而不提前通知。

如果我们处理您的、有关我们招聘活动的个人数据的方式发生了任何重大变更，我们会使本声明、《美光隐私声明》和/或任何辅助隐私程序（但前提是该等程序通常是美光向公众公开的）的最新版本可供您查看，例如发布在我们的网站上，或者通过电子邮件方式发送。请仔细阅读我们所提供的任何变更。

本声明的所有变更在发布后立即生效。您为寻找或申请工作而与我们持续互动，即表示您已同意所有变更。

12. HOW TO CONTACT US.

Please contact us if you have questions or comments about this Notice, our Micron Privacy Notice, or privacy questions generally. We welcome your feedback and comments.

申请人隐私声明

- A. **Via Email.** Contacting us by email at privacy@micron.com.
- B. **Via Telephone.** You may also contact us by telephone at +1-800-336-8915.
- C. **Via Direct Mail.** You may contact us by direct mail at:

Micron Technology, Inc.
Attn: Legal-Privacy
8000 South Federal Way
Post Office Box 6
Boise, Idaho 83707-0006, USA

D. To Micron's People Organization in your region: You may also reach out to your local People organization contact, as identified in Section 10 above, for more information Micron's employment policies and practices for your jurisdiction.

Please note, if you make a request that involves personal data, you will be required to provide certain authentication and verification information in order for us to fully respond to your request.

12. 如何联系我们。

如果您对本声明或《美光隐私声明》有任何疑问或意见，或者如果您有一般的隐私疑问，请联系我们。我们欢迎您提供反馈和意见。

- A. **通过电子邮件。** 您可以发送电子邮件至 privacy@micron.com 联系我们。
- B. **通过电话。** 您可以拨打 +1-800-336-8915 联系我们。
- C. **通过直接邮寄方式。** 您可以通过直接邮寄至下列地址，与我们联系：

Micron Technology Inc. (美光科技股份有限公司)
收件人: Legal-Privacy
8000 South Federal Way
Post Office Box 6
Boise, Idaho 83707-0006, USA

D. **联系您所在区域的美光人力部门：**您也可以联系上述第 10 节所述的当地人力组织联系人，以详细了解在您所在司法辖区中的美光雇佣政策和做法。

请注意，如果您提出涉及个人数据的请求，您必须提供某些身份验证和确认信息，以便我们充分处理您的请求。