

ICU Medical, Inc. **Job Applicant Privacy Notice**

Effective Date: April 25, 2024

This Job Applicant Privacy Notice ("**Privacy Notice**") describes how ICU Medical, Inc. ("**ICU Medical**," "**we**," or "**us**") collects, uses, discloses, and otherwise processes individually identifiable information about job applicants or other potential employees of ICU Medical ("**Personal Information**"). This Privacy Notice applies to Personal Information that we collect through our recruiting website ("**Site**"). If you reside in California, please also see our California Notice at Collection further below.

Collection of Personal Information

We collect the following categories of Personal Information directly from you or by you visiting our Site in consideration of your potential employment with ICU Medical:

- **Contact Information:** Personal and business address, personal and business phone/fax numbers, and personal and business email addresses.
- **Personal Identification Information:** Name, ethnicity, race, gender, disability status, and veteran status.
- **Employee Qualification Information:** Certificates and degrees obtained, educational institutions attended, enrollment dates, graduation dates, languages spoken and skills, professional memberships, summaries of strengths and technical areas of expertise, pre-ICU Medical work history information (previous employers and positions held, dates, locations, supervisors, responsibilities, achievements), resume and cover letter information, references and information obtained from them, desired salary and relatives employed or previously employed with ICU Medical.

Use of Personal Information

We use the above categories of Personal Information for the following purposes:

- Recruiting and hiring activities, including carrying out interviews, assessing qualifications and tracking candidates during the application process, and completing the hiring process in case you should be offered and accept a position with ICU Medical (including activities related to onboarding and the new hire process).
- Maintaining business operations and complying with statutory requirements and ICU Medical policies related to recruitment and hiring activities, such as background checks.

Disclosure of Personal Information

We disclose Personal Information to the following categories of recipients:

- **With certain third parties:** We may disclose your Personal Information to service providers, such as business administration enterprise software providers to manage your recruitment profile and present potential employment opportunities with ICU Medical based on your qualifications.
- **Business reorganization:** We disclose Personal Information to any corporate purchaser or prospect to the extent permitted by law as part of any merger, acquisition, sale of company assets, or transition of service to another provider, as well as in the event of insolvency, bankruptcy, or receivership in which Personal Information would be transferred as an asset of ICU Medical.
- **Mandatory disclosures and legal rights:** We disclose Personal Information in order to comply with any subpoena, court order or other legal process, or as otherwise required by applicable law. We also disclose Personal Information to establish or protect our legal rights, property, or safety, or the rights, property, or safety of others, or to defend against legal claims.

All parties who have access to Personal Information will be under an obligation to maintain the security and confidentiality of the information. If you have questions about the parties to whom we disclose Personal Information, please contact us as detailed below.

Cookies

We use cookies, web beacons, and similar tracking technologies (collectively, "**cookies**") on our Site.

What are cookies?

Cookies are small amounts of information that are stored on your browser, device, communication, or the page you are viewing. Some cookies are deleted once you close your browser ("**session cookies**"), while other cookies are retained even after you close your browser so that you can be recognized when you return to a website ("**persistent cookies**").

We use cookies to provide our Site and services, gather information about your usage patterns when you navigate our Site, in order to enhance your personalized experience, and to understand usage patterns to improve our Site and services.

Cookies on our Site are generally divided into the following categories:

- **Strictly Necessary Cookies:** Session cookies that are required for the operation of our Site. They include, for example, cookies that enable you to log into secure areas.
- **Analytical/Performance Cookies:** Session cookies that allow us to recognize and count the number of users of our Site and understand how such users navigate through our Site. This helps to improve how our Site works, for example, by ensuring that users can find what they are looking for easily.
- **Functional Cookies:** Persistent cookies that improve the functional performance of our Site and make it easier for you to use. For example, cookies are used to remember that you have previously visited the Site and asked to remain logged into it. You can delete these cookies via your browser settings.

What are your options if you do not want cookies?

You can review your Internet browser settings, typically under the sections "Help" or "Internet Options," to exercise choices you have for certain cookies. If you disable or delete certain cookies in your Internet browser settings, you might not be able to access or use important functions or features of our Site.

Information Security

We maintain technical and organizational measures intended to protect your Personal Information against loss and unauthorized access, use, destruction, modification, or disclosure, appropriate to the level of risk and sensitivity of the Personal Information. However, no security measure can guarantee against compromise. If you have any reason to believe that your Personal Information has been compromised, please contact us as detailed below.

Other Issues

(i) How long do we retain Personal Information?

For Personal Information that we collect and process for the purposes described above, we typically retain such Personal Information, apart from curriculum vitae, for no longer than the period necessary to fulfill the purposes outlined in this Privacy Notice and as otherwise needed to address tax, corporate, compliance, litigation, and other legal rights and obligations.

(ii) Are third party websites governed by this Privacy Notice?

Our Site contains links and references to other websites administered by unaffiliated third parties. This Privacy Notice does not apply to such third-party sites. When you click a link to visit a third-party website,

you will be subject to that website's privacy practices. We encourage you to familiarize yourself with the privacy and security practices of the linked third-party websites before providing any Personal Information on that website.

(iii) How will we handle any changes to this Privacy Notice?

We may update this Privacy Notice from time to time as our services and privacy practices change, or as required by law. The effective date of this Privacy Notice is posted above, and we encourage you to visit our Site periodically to stay informed about our privacy practices. We will post the updated version of the Privacy Notice on our Site and ask for your consent to the changes if legally required.

California Notice at Collection

This California Notice at Collection applies to you only if you reside in California and are a job applicant or potential employee of ICU Medical. This notice does not reflect our practices where an exception or exemption applies under the California Consumer Privacy Act (CCPA). Please see the section entitled "Collection of Personal Information" above for information about the categories of personal information we collect about you. The categories of personal information we collect correspond with the following categories under the CCPA's definitions of "personal information" and "sensitive personal information" (in the following bullets, a "consumer" means a California resident):

- Categories of "personal information" as defined by the CCPA:
 - Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.
 - Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, and other financial information.
 - Characteristics of protected classifications under California or federal law, including age, national origin, citizenship, marital status, sex (including gender, gender identity, gender expression), military or veteran status, and nationality.
 - Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application.
 - Audio, electronic, visual, or similar information.
 - Professional or employment-related information.
 - Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- Categories of "sensitive personal information" as defined by the CCPA:
 - A consumer's social security, driver's license, state identification card, or passport number.
 - A consumer's racial or ethnic origin.
 - Personal information collected and analyzed concerning a consumer's health.

We do not use "sensitive personal information" (as this term is defined in the CCPA) about employees to infer characteristics about them. We do not "sell" or "share" (as these terms are defined in the CCPA) any of the categories of personal data described in this notice.

Please see the section entitled "Use of Personal Information" above for information about the purposes for which we collect your personal information. Please see the subsection entitled "How long do we retain Personal Information?" above for the criteria we consider in determining how long to retain each category of personal information. You can access our CCPA Privacy Policy here [Privacy Notice | ICU Medical](#).



Contact Us

If you have questions or comments regarding this Privacy Notice or our privacy practices, please contact us at:

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