

Privacy Policy for Ducati North America Career Applicants

Effective January 1, 2023

Thank you for your interest in joining our team. Ducati North America collects personal information (“Recruiting Data”) as part of our application process, and this Privacy Policy details what information we collect, and how we use that information. This Privacy Policy applies only to our recruiting process.

We collect Recruiting Data for recruitment, assessment, and hiring purposes.

Categories of information we collect include:

Assessment

- Personal contact information such as your name, phone number, email address, and mailing address;
- Education background such as schools attended and degrees obtained;
- Internship and/or work history; and
- Other information provided by you or collected during the interview process, including feedback from interviews;

Hiring

- Citizenship information;
- Government-issued identity numbers;
- Results of possible background checks, which include identity verification, education history, work history, and unless prohibited in the relevant jurisdiction, criminal history;

- For certain positions such as those involving finance, possible financial credit checks; and
- Contact information for work references that you have identified, and feedback from those references regarding your work history and performance.

How We Collect Recruiting Data

We collect Recruiting Data from:

- You, when you provide your information via our jobs@ email address;
- Public sources and social media such as LinkedIn;
- Ducati North America employees who may have provided your information as a referral.

How We Use, Store, and Share Recruiting Data

We only use Recruiting Data for assessment and hiring. We do not sell personal information. As part of our assessment process, we may also use Recruiting Data to help us find the best fit for applicants. For example:

- If you have applied for a specific position and were not selected, but we believe you are well-suited for another open position, we may contact you and inform you of the other position.

Transfer and Storage of Data. Ducati North America is located in California, and in most cases, we need to securely transfer and store your information in the USA. We are subject to U.S. law, and we may be required to share data with U.S. law enforcement agencies.

Data Retention. We retain Recruiting Data for as long as you continue to interact with us by applying for jobs or expressing interest in career opportunities. If you stop interacting with us, we will retain your Recruiting Data for no more than five years, unless a shorter retention period is set by local law.

Your Rights and How to Exercise Them

You have the following rights with respect to your personal information. You can exercise any of these rights by contacting our Data Privacy Team at barbara.slocum@ducati.com.

- **Right to access.** You have the right to access and review your personal data.
- **Right to take your data.** You have the right to obtain a copy of your personal data.
- **Right to erasure.** You have the right to request that we erase your personal data.
- **Right to restrict use.** You have the right to request that we stop using your personal data for any purpose.
- **Right to lodge a complaint.** If you feel we've failed in any way, you have the right to lodge a complaint with us, or with a data protection authority in your region.

Contact Our Data Privacy Team

If you have any questions about this policy, please send an email to our Data Privacy Team at barbara.slocum@ducati.com.

You can also write to us at:

ATTN: Data Privacy Officer

Ducati North America

1292 Reamwood Ave

Sunnyvale, CA 94089