



Last Updated: January 1, 2023

Pentair values your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Notice (“Notice”) describes our practices in connection with all the information that we collect, including information of third parties you provide to



## PERSONAL INFORMATION WE COLLECT

### INFORMATION YOU PROVIDE

We collect information from you in connection with your application. Information we collect, where applicable, includes:

- x Name, address, telephone number, e-mail address, and other contact information;
- x Username and password to access the Careers Site;
- x Work authorization status;
- x CV, résumé, cover letter, previous work experience and education information;
- x Skills;
- x Professional and other work-related licenses, permits and certifications held;
- x Information relating to references; and
- x Any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, desired salary, awards or professional memberships, photo).

Due to local practices, Pentair may be required to collect the information discussed in the “Diversity” section below, such as race/ethnic origin, gender, and disability of our applicants, for monitoring and ensuring equal opportunity. We can also inquire about criminal records. We will do so only where permitted by applicable law. Otherwise, we ask that you avoid submitting information, which may qualify as sensitive information under applicable law, except where such information is legally required. Sensitive information includes: race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs,





## INFORMATION FROM OTHER SOURCES

For the purposes of evaluating your application and for background check reports in connection with your application as permitted by applicable law, Pentair may obtain information about you from other sources, including:

- x Recruiters;
- x Your references;
- x Prior employers;
- x Educational institutions you attended;
- x LinkedIn and other public social media platforms.

## USE OF INFORMATION

We collect and process information about you for one or more of these reasons:

- a) Because you voluntarily provide this information and consent for us to process it;
- b) Because this information is necessary to take steps at your request prior to entering into an employment or internship relationship with you;



The information about you will be added to Pentair’s international candidate database and can be retained and used to consider you for opportunities at Pentair and its affiliates other than the one(s) for which you apply. We will retain such information only where permitted by law, if needed and with your explicit consent where required. You can withdraw your consent at any time by contacting us at the address in the “Contact Us” section below.

If we hire you, personal information we collect in connection with your application can be incorporated into our human resources systems and used to manage the new-hire process; any such information can become part of your employee file and used for other employment-related purposes.

## DISCLOSURE AND TRANSFER OF INFORMATION

Pentair shares personal information with affiliates that are involved in evaluating candidates for a given position. Pentair plc will remain responsible for personal information that is jointly used with affiliates. You can consult the list and location of our affiliates [here](#).

We will limit access to personal information to personnel with a business need to know the information for the purposes described in this Notice, including personnel in the recruiting, human resources and information technology departments, and in the department responsible for the position for which you are applying.

Pentair also shares personal information with our third-party service providers to facilitate services they provide to us, including hosting and operating the Careers Site, recruiting assistance, reporting and analytics, assessing the applicant’s potential fit with respect to the applicable role, and background check processing.

Disclosing your personal information can include transferring personal information to other countries, including the United States or any other country in which we or our service providers have operations. If you are located in the European Economic Area (the “EEA”) this may include countries outside of the EEA. Some of these countries are recognized by the European Commission as providing an adequate level of protection according to EEA standards (the full list of these countries is available [here](#)). As for transfers to other countries, we have put in place adequate measures, such as standard contractual clauses adopted by the European Commission to protect your information. You may obtain a copy of these measures by contacting us using the address in the ‘Contact Us’ section below.

## OTHER USES AND DISCLOSURES OF INFORMATION

We also use and disclose your personal information as necessary or appropriate, especially when we have a legal obligation or legitimate interest to do so:

- x To comply with applicable law.
  - o This can include laws outside your country of residence.
- x To respond to requests from public and government authorities.







## LAW APPLICABLE TO JOB APPLICATION

The Careers Site allows you to apply for jobs world-wide, as a benefit of Pentair's centralized global recruitment function. This Careers Site is operated from the United States. Accordingly, any personal information you submit to the Careers Site will be collected in the United States and will be subject to U.S. laws. However, if we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in accordance with this Notice. Any hiring or other employment-related



# CALIFORNIA ADDENDUM

LAST UPDATED JANUARY 1, 2023

This California Addendum applies to California residents and supplements the information provided above in the Applicant Privacy Notice.

### Collection and Disclosure of Personal Information

The following chart details which categories of personal information we collect and process, as well as which categories of personal information we disclose to third parties for our operational business and hiring and recruitment purposes, including within the 12 months preceding the date this Notice was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
<b>Identifiers</b> , such as name, postal address, unique personal identifiers, IP address that can reasonably be linked or associated with a	



Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
<b>Internet or network activity information</b> , such as browsing history and interactions with our website and other online portals or services	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
<b>Geolocation Data</b> , such as device location, approximate location derived from IP address	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.

**Audio/Video Data:** Audio, electronic, visual and





Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
for example, an individual's preferences, characteristics, predispositions, and abilities	lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.
<b>Sensitive Personal Information.</b>  Personal information that reveals an individual's Social Security, driver's license, state identification card, or passport number; account log-in; racial or ethnic origin, citizenship, immigration status, or union membership;  Personal information collected and analyzed concerning an individual's sex life or sexual orientation	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement.

We may also disclose the above categories of personal information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

**We do not “sell” or “share” your personal information, including your sensitive personal information, as defined under**



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