Wells Fargo International Privacy Notices for Job Applicants

Wells Fargo International Job Applicant Privacy Notice

Wells Fargo International Job Applicant Privacy Notice (Europe, Middle East and Africa (EMEA))

Wells Fargo International Job Applicant Privacy Notice – Mainland China

Wells Fargo International Job Applicant Privacy Notice – Mainland China (Translated to Chinese)
Wells Fargo International Job Applicant Privacy Notice

This Notice applies to all countries except for the following: Brazil, the United States, European Union countries, the United Kingdom, and the Dubai International Financial Centre.

Effective: 05 May 2021

"We," "us," "our," "the Company," or "Wells Fargo" refers to Wells Fargo Bank N.A., Wells Fargo & Company, Wells Fargo Advisors, LLC, Wells Fargo Securities, or another Wells Fargo company which has job openings made available on this site or through employment agencies. "You" or "your" refers to the applicant. When you, or an employment agency on your behalf, submit personal information to us in order to apply for a job vacancy, the Company will act as the data controller regarding the processing of the personal data that are processed by Wells Fargo in accordance with this privacy notice ("Notice").

Wells Fargo is one of the largest financial institutions operating globally. We have affiliated companies around the world, including in the United States ("Affiliated Entities"). As described in Section 2 below, in order to carry out operations in connection with your job application, we need to process certain personal information, as described below.

By submitting information, or authorizing information to be submitted on your behalf, in connection with employment at Wells Fargo, you consent to Our processing your personal information as described in this notice.

1. What Information We Collect About You

We may collect the following information about you:

- General Data: Name (given, middle, and last name/surname), home address, telephone number, cellular telephone number, email address, gender, date of birth;
- Visa, Work Permit, and Work Authorization Data: Preferred location(s), desired compensation and currency, country of residence, information about work eligibility status and required visa support;
- Authentication Data: Identification numbers or documents issued by a governmental authority;
- Background Check Data: background check information including credit and criminal checks and screening, to the extent required or permitted by local law, educational background, prior employment history, professional or personal references, other information contained in your Curriculum Vitae or resume you provide to us, professional memberships, certifications, skills such as languages, and professional qualifications;
- Referrals or employment agency representation;
- Electronic and voice communications data: record of our contacts with you, including interviews, and disposition (which may include CCTV footage captured within our offices), and business communications content and data, including IP address and session identification, with Wells Fargo through all applicable communication channels, including email,
text, instant message or chat, transcriptions and/or telephone communications, voice recordings, video recordings, and presentations hosted by Wells Fargo;

• Position description: employer, title, position held, duties, terms and conditions of any offer of employment, if applicable; and
• Other information you may provide.

Any information you submit to us must be true, complete and non-misleading. Submitting inaccurate, incomplete, or misleading information may lead to rejection of your application during the application process or disciplinary action, including immediate termination of your employment with us. In addition, it is your responsibility to ensure that the information you submit does not violate the rights of third parties.

We may also collect certain types of sensitive Personal Data, from public sources or background check companies, as permitted by local law and based on the position, for example, the commission or alleged commission of any offences, related proceedings and the disposition or the sentence in such proceedings, and credit checks.

All of the information listed above, including the information relating to your expression of interest or application for employment with Wells Fargo, and any pre-employment processing, is collectively referred to as “Personal Data.”

2. Purposes for Which We Use or Process Information About You

Wells Fargo may use or process Personal Data in connection with your expression of interest or application for employment for the following purposes:

• Evaluate your qualifications for employment with Wells Fargo, including whether you are eligible to work in the employment location or meet other eligibility requirements;
• To complete pre-employment screening and verification of information provided by you;
• Identify and match job applicants with applicable job openings;
• Communicate with you regarding your application, including conducting interviews;
• Populate a database of candidate information and distribute your Personal Data to appropriate Wells Fargo recruiting and hiring managers globally;
• Communicate with you about available job openings which meet your expressed interests;
• Create records of applicant status and disposition, including details of employment offers;
• Comply with legal requirements, obligations and rights, such as income tax and national insurance deductions (including under U.S. and other national laws);
• Manage the security of the system and data;
• Comply with requests from regulators or other legal authorities, and handle any legal or other claims arising out of your application for work with Wells Fargo; and
• Allow third party service providers with whom Wells Fargo has a contract to perform any of the above activities on behalf of Wells Fargo.

Wells Fargo will not use or process Personal Data for any purpose incompatible with the above purposes, unless it is required or authorized by law or as authorized by you. We may retain Personal Data in accordance with applicable law after you have elected to withdraw your application or have not been hired by Wells Fargo. However, Wells Fargo will endeavor not to retain Personal Data longer than necessary for the fulfillment of the specified purposes in accordance with the Company’s standard records retention periods or as appropriate in the jurisdiction where such records or information is retained. The Company will promptly destroy the Personal Data in its possession (Personal Data that has been printed on paper will be shredded and Personal Data stored in electronic file form will be deleted by using technical means that will not allow data recovery) once the Company achieves the purpose of collection and use of Personal Data.
3. Transfer and Use of Personal Data by Wells Fargo and its Affiliated Entities

- **Affiliated Entities.** Wells Fargo has affiliated companies operating around the world including in the United States. Jobs posted may be offered by any of the Wells Fargo companies and Personal Data may be made available to them on a worldwide basis. See the Wells Fargo & Company 10-K filing, Exhibit 21, for a list of Wells Fargo companies with which we will jointly use the Personal Data (https://www.sec.gov/Archives/edgar/data/0000072971/000007297121000197/wfc-1231x2020xex21.htm as of December 31, 2020). Wells Fargo & Company will be the party responsible for managing the Personal Data to be jointly used. The Personal Data you provide or that we collect in connection with your application or demonstration of interest in job openings is stored in a central electronic database located in the United States. The Personal Data may be transferred to or accessed by Wells Fargo companies in various geographic regions located throughout the world, including in countries which may not provide the same level of data protection as that provided in your country of residence.

- **Regulators, authorities, and other third parties.** As necessary for the purposes described in Section 2, Personal Data may be transferred to regulators; courts; other authorities (e.g., tax and law enforcement authorities), including authorities outside your country of residence; and other third parties, such as lawyers, consultants, and other independent external advisors.

- **Service Providers.** As necessary for the Purposes described above, Personal Data may be shared with on or more parties, whether affiliated or unaffiliated, to process Personal Data under appropriate instructions (“Data Processors”). Such Data Processors will be subject to contractual obligations to implement appropriate administrative, technical, physical, and organizational security measures to safeguard Personal Data, and to process Personal Data only as instructed. Data Processors may carry out instructions related to IT system support, training, compliance, and other legitimate activities, and will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Data, and to process the Personal Data only as instructed.

- **Sale or business transaction.** As we develop our business, the Company might sell, buy, acquire, obtain, exchange, restructure or reorganize businesses or assets. In the event of any actual or proposed sale, merger, reorganization, transaction, restructuring, dissolution or any similar event involving our business or assets, Personal Data may be shared with the relevant entity or may be part of the transferred assets and will be subject to any necessary contractual obligations to ensure the protection of Personal Data.

The recipients of Personal Data identified in this Section 3 may be located in the United States and other jurisdictions that may not provide the same level of data protection as your home country. As needed, we have taken steps to establish appropriate data transfer agreements (including agreements based on the EU Model Contractual Clauses with respect to Personal Data from Europe) or otherwise address cross-border data transfer restrictions. These measures enable us to transfer and use Personal Data in a secure manner anywhere in the world where we have an establishment, or where we have contracted third parties to provide us with services.

4. Security & Retention of Data

The Personal Data will be safely stored in the databases of the Company. The Company has implemented appropriate technical, physical and organizational security measures to safeguard Personal Data in accordance with security requirements of applicable law. When we retain a non-affiliated entity or service provider to perform a function, that entity will be required to protect your Personal Data in accordance with our standards. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with Section 9 below.
We will keep Personal Data no longer than necessary to: i) fulfill the purposes outlined in this Notice; ii) comply with legal or regulatory obligations to which Wells Fargo is subject; or iii) perform a contract duly established with you or in order to take steps at your request prior to entering a contract. We have implemented appropriate records retention policies to retain Personal Data only to the extent permitted by applicable laws. We may need to hold Personal Data beyond retention periods in response to a regulatory audit, investigation, or other legal matter. These requirements also apply to our third party service providers. Where required by law, Wells Fargo will anonymize data for additional processing.

5. Wells Fargo career website use of cookies or similar technologies

We and our service providers use “cookies” and similar technologies on the Wells Fargo career website (www.wellsfargojobs.com). Please see Wells Fargo’s Digital Privacy and Cookies Policy at https://www.wellsfargo.com/privacy-security/ for more information.

6. Wells Fargo career website links to third-party websites

This Notice does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Wells Fargo career website links. The inclusion of a link on the Wells Fargo career website does not imply endorsement of the linked site or service by the Company or Our Affiliated Entities.

7. Changes to Privacy Notice

Any material changes to Wells Fargo’s personal data collection, use and disclosure practices with respect to International applicant data will be posted on applicable application sites.

8. Children

The Wells Fargo career website is not intended for minors under the age of 18.

9. Access and Correction Requests, Questions and Complaints

To submit a question or request access to and/or correct, suppress or delete your Personal Data, or object to any use of Personal Data, you or your legal representative may make a written request to the address below to the extent permitted by applicable law. If Wells Fargo will not be able to disclose the requested information or make the change you request, you will be provided with reasons for the denial or otherwise in accordance with applicable law. Please note that if you choose not to consent or revoke your consent, it could affect Wells Fargo’s ability to consider your application for employment.

You may have a right under applicable law to make a complaint about this Notice. If you would like to make a complaint, please submit your complaint in writing to the contact details below most applicable to your location. We will respond to a written complaint within 30 days. If you are not satisfied with our response, you may be able to pursue your complaint with your data protection authority or privacy commissioner for your country.

**Canada, Latin America and Caribbean:**
Americas Regional Privacy Officer
23rd Floor, 22 Adelaide Street West
Toronto, Ontario
Canada M5H-4E3
Telephone: (416) 607-2900

**India Grievance Officers:**
Wells Fargo Bank N.A. Mumbai Representative Office
Claire Cahill
Claire.Cahill@wellsfargo.com
Wells Fargo International Solutions Private Limited
Prasanth P
canadaprivacyinfo@wellsfargo.com

**Asia-Pacific:**
APAC Regional Privacy Officer
3 Pacific Place 1 Queens Rd East
27th Floor
Hong Kong, HKG
Telephone: (852) 3650-8000
privacy.apac@wellsfargo.com

**Europe, Middle East and Africa:**
EMEA Regional Privacy Officer
33 King William Street
London, United Kingdom
EC4R 9AT
Telephone: +44(0) (203) 942-8000
privacy.emea@wellsfargo.com

**Philippines Data Privacy Officer:**
Wells Fargo International Solutions LLC – Philippines
Jacqueline Almero, Data Privacy Officer
1180 Wells Fargo Drive, 11 Le Grand Avenue
McKinley Hill, Dr. Taguig, Philippines
Telephone: (63) (908)-863-9467
jacqueline.s.almero@wellsfargo.com

prasanth.p@wellsfargo.com
Europe, Middle East and Africa (EMEA)

Wells Fargo International Job Applicant Privacy Notice

This notice applies to the United Kingdom (UK), countries in the European Union (EU) and Dubai International Financial Center (DIFC) (collectively, “EMEA”).

Effective: 25 October 2022

"We," "us," “our,” or "Wells Fargo" refers to Wells Fargo Bank, National Association, London Branch, Wells Fargo Bank International Unlimited Company, Frankfurt, Wells Fargo Securities Europe S.A., Wells Fargo Securities International Limited, Wells Capital Finance (UK) Limited, Wells Fargo Capital Finance, Amsterdam Branch, Wells Fargo Capital Finance, Stockholm Branch, Wells Fargo International Finance (France) S.A.S., Wells Fargo Bank, National Association, DIFC Branch and/or the Wells Fargo entity that has job openings made available on this site or through the employment agencies. "You" or "your" refers to the applicant. When you, or an employment or recruiting agency acting on your behalf, submit information related to you (“Personal Data”) to us in order to apply for a job vacancy, the Company will act as the data controller regarding the processing of the Personal Data that are processed by Wells Fargo in accordance with this privacy notice (“Notice”). Use of the Wells Fargo career website (http://www.wellsfargojobs.com) before starting the process of applying for a job opening, including collection and use of information and the entity operating that website, is discussed below in Section 8.

Wells Fargo is one of the largest financial institutions operating globally. We have affiliated companies around the world, including in the United States (“Affiliated Entities”). As described in Section 2 below, in order to carry out operations in connection with your job application, we need to process certain Personal Data, as described below.

Name of group parent: Wells Fargo & Company

Headquarters location: 420 Montgomery Street; San Francisco, CA 94104, USA

“Wells Fargo” means Wells Fargo & Company and its affiliates and subsidiaries. Contact information for our EMEA Regional Privacy Officer is listed in Section 11 below.

1. What Personal Data do we collect?

We may collect the following categories of Personal Data:

- **General data:** first name, middle name, and surname (including any previous names used); personal contact details (home and mobile telephone numbers, email addresses, and home address); date and place of birth; citizenship; marital status; gender; national identification; tax, and/or social insurance number; information required for tax reporting; health insurance information; and veteran/military status.

- **Payment details:** bank account details.
• Visa and work permit data: work authorization status.

• Background data: prior employment history; data associated with verification of politically exposed persons; education history; professional memberships and qualifications; and other information contained in your curriculum vitae or resume.

• Qualifications data: information concerning any qualifications you hold e.g. university education, professional certifications.

• Third-party data: name, title, employer, and location of any individual who you are related to or have a close personal relationship with and who: (a) provides you with a reference; (b) is a U.S. or non-U.S. government official; or (c) has decision-making authority/capability over any matters affecting Wells Fargo.

• Job preference data: preferred location(s); desired compensation and currency; and skills such as languages or computer programs that you have mastered.

• System usage data: data about your use of Wells Fargo’s employment application systems, including authentication credentials such as user IDs and passwords.

• Health data: information concerning a medical condition, health and sickness records or confirmation if you are able to perform a given position (as applicable), information about any disabilities you might have.

• Market data: information from market research, any data obtained and opinions expressed when participating in any new applicant surveys.

• Application and communication data: application data and any correspondence and information about you that you give us by filing in forms or by communicating with us (e.g. via interviews or online assessments or tests), whether face-to-face, by phone, video calls, email, online or otherwise.

• Identification and Authentication data: information we use to identify and authenticate you e.g. your signature or additional information we get from external sources that we need for compliance purposes.

• Geographical data: information about your location e.g. about which is the nearest Wells Fargo offices you visit for your interview.

• Investigation data: data collected for Wells Fargo investigation process (if used) e.g. due diligence checks, fraud, sanctions and anti-money laundering checks, external intelligence reports, and content and metadata related to relevant exchanges of information among individuals, organizations, including, emails, live chat, voicemail etc.

• Complaints data: data collected for the processing in relation to any Wells Fargo complaints procedures.

Wells Fargo may also collect certain types of special category personal data as permitted and/or required by local law, such as health/medical information, gender identity, pronouns, sexual orientation, biometric data, trade union membership information, religious beliefs, and data related to race or ethnicity (collectively, “Sensitive Personal Data”). We collect this information for specific purposes, such as health/medical information in order to accommodate a disability or illness and to provide benefits (including any flexible working from home benefits); religion or church affiliation in countries such as Germany where required for statutory tax deductions; and diversity-related Personal Data (such as race or ethnicity) in order to comply with legal obligations and internal policies relating to diversity and anti-discrimination. As explained below, we will only use such sensitive information for those purposes and as permitted by law.

Any information you submit to us must be true, complete and non-misleading. Submitting inaccurate, incomplete, or misleading information may lead to rejection of your application during the application process or disciplinary action, including immediate termination of your employment with us. In addition, it is your responsibility to ensure that the information you submit does not violate the rights of third parties.
If, as part of your application, you provide us with Personal Data of a reference or any other individual, it is your responsibility to obtain consent from that individual prior to providing such information to Us.

For the purpose of background checks in connection with your application, and as permitted by applicable law, we may obtain information about you from other sources. These include:

- Your references;
- Prior employers;
- Educational institutions you attended;
- Government databases;
- Credit reference agencies;
- Criminal records agencies; and
- Background screening vendors.

We may conduct enhanced background checks for specific high-risk roles within Wells Fargo and these roles will be identified as such. This will be carried out during recruitment (before or shortly after commencing the role) and periodically throughout your employment, in line with Wells Fargo policies and procedures.

Providing Personal Data to us when applying for a job is voluntary. If you do not provide sufficient information, however, the Company may be unable to consider your employment application or, in case you are hired, your subsequent promotion, transfer, or relocation.

2. For what purpose(s) do we use Personal Data and under which lawful basis?

The Company may process Personal Data:

- Because you voluntarily provide this information and give your consent for us to process it;
- Because this information is necessary to take steps at your request prior to entering into an employment or internship contract with us;
- Because this information is of particular importance to us and we have a specific legitimate interest to process it;
- To comply with a legal obligation;
- Because this information is necessary for the performance of a task carried out in the public interest (e.g. for the purpose of preventing or detecting crime); or
- Where necessary to protect the vital interests of any person.

The Company may process your Personal Data in connection with your expression of interest or application for employment for the following purposes ("Pre-Employment Purposes"):

- To process your application. We will engage in these activities to manage our prospective contractual relationship with you, based on our legitimate interests;
- To assess your capabilities and qualifications for a job. We will engage in these activities to manage our prospective contractual relationship with you, based on our legitimate interests;
- To conduct reference checks. We will engage in these activities to comply with a legal obligation or based on our legitimate interests;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding our vacancies and changes to our terms and policies. We will engage in these activities to manage our prospective contractual relationship with you, based on our legitimate interests;
• To comply with or monitor compliance with any applicable law or regulation. We will engage in these activities to comply with a legal obligation or based on our legitimate interests;
• To conduct background checks if we offer you a position. We will engage in these activities to comply with a legal obligation or based on our legitimate interests;
• To preserve other legitimate interests of Wells Fargo. We will engage in these activities, for example, for Wells Fargo’s administrative purposes, business continuity planning, aggregate management reporting, internal training, and as generally required to conduct our business within Wells Fargo and our Affiliated Entities;
• To protect our/your rights, privacy, safety/security or property, and/or that of our Affiliated Entities or others. We will engage in these activities to comply with a legal obligation or based on our legitimate interests;
• To monitor equality of opportunity or treatment generally amongst our staff including with the appointment of senior personnel within the business (in the UK, this is considered to be a use of data for substantial public interests).

3. Are Personal Data made available to other recipients?

The Company may transfer Personal Data for Pre-Employment Purposes to the following recipients:

• **Affiliated Entities.** Jobs posted may be offered by any Affiliated Entities, and Personal Data may be available to them on a worldwide basis. See Exhibit 21 to the most recent Form 10-K that Wells Fargo & Company filed with the U.S. Securities and Exchange Commission, at https://www.sec.gov/Archives/edgar/data/0000072971/000007297121000197/wfc-1231x2020ex21.htm for a select list of Affiliated Entities and subsidiaries as of December 31, 2020. In certain circumstances, an Affiliated Entity may be acting as an independent controller of processing of your Personal Data. If you have any questions, please contact our EMEA Regional Privacy Officer, using the contact information in Section 11.

• **Regulators, authorities, and other third parties.** As necessary for the Pre-Employment Purposes described in Section 2, Personal Data may be transferred to regulators; courts; other authorities (e.g., tax and law enforcement authorities), including authorities outside your country of residence; and other third parties, such as lawyers, consultants, and other independent external advisors.

• **Service providers.** As necessary for the Pre-Employment Purposes described in Section 2, Personal Data may be shared with one or more parties, whether affiliated or unaffiliated, to process Personal Data under appropriate instructions (“Data Processors”). Such Data Processors may carry out instructions related to IT system support, training, compliance, and other activities, and will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard your Personal Data, and to process your Personal Data only as instructed.

• **Third parties involved in a sale or business transaction.** We have a legitimate interest in disclosing or transferring your Personal Data to a third party in the event of any reorganization, merger, sale, joint venture, 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).

• **Research groups.** We may share your data with universities or research groups in an aggregated and anonymized form in order to assist in research e.g. market employment trends.

**Transferring your data cross-border:** We may need to transfer your information in this way for a variety of purposes such as to carry out our contract with you, to fulfil our legal obligation, to protect the public interest, and/or for our legitimate
interests. The recipients of Personal Data identified in this Section 3 may be located in the United States and other jurisdictions. Some of these countries are recognized by the EU or the UK or the DIFC respectively as providing “an adequate level of protection” according to each of their respective standards (for instance, the full list of these countries recognized under EU law is available at https://ec.europa.eu/info/law/law-topic/data-protection/data-transfers-outside-eu/adequacy-protection-personal-data-non-eu-countries_en). With regard to transfers from the EU, the UK or the DIFC to countries not considered adequate by the European Commission, we have put in place safeguards and adequate measures, such as standard contractual clauses as adopted by the EU, the UK or the DIFC respectively European Commission, to protect your Personal Data. Please contact our EMEA Regional Privacy Officer, using the contact information in Section 11, to obtain a copy of these safeguards and measures.

4. What security measures do we implement?

The Company has implemented appropriate technical, physical and organizational security measures to safeguard Personal Data (such as encryption) in accordance with Wells Fargo’s Information Security Policy and standards. When we retain a non-affiliated entity or service provider to perform a function, that entity will be required to protect your Personal Data in accordance with our standards. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with Section 11 below.

5. Retention periods for Personal Data

We will retain Personal Data for the period necessary to fulfill the Pre-Employment Purposes outlined in Section 2, unless a longer retention period is required or permitted by law. The criteria used to determine our retention periods are:

- the duration of the application process;
- as long as we have an ongoing relationship with you;
- as required by a legal obligation to which we are subject;
- as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations); and/or
- as determined by our operational needs (such as for internal audit of bank operations, maintaining solicitation preferences, systems administration, or fraud prevention).

We may remove Personal Data of inactive accounts from our database, subject to any applicable legal or regulatory obligations. Furthermore, the Company can delete Personal Data about you (including your CV/résumé) from our database at any time and without providing any reason. Therefore, please retain your own copy of the Personal Data that you provided to us.

6. Does the Wells Fargo career website use cookies or similar technologies?

We and our service providers use “cookies” and similar technologies on the Wells Fargo career website (www.wellsfargojobs.com). Please see Wells Fargo’s Digital Privacy and Cookies Policy at https://www.wellsfargo.com/privacy-security/ for more information.

7. Does the Wells Fargo career website link to third-party websites?
This Notice does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Wells Fargo career website links. The inclusion of a link on the Wells Fargo career website does not imply endorsement of the linked site or service by the Company or Our Affiliated Entities.

8. What Law applies to job applications?

The Wells Fargo career website allows you to apply for jobs worldwide, as a benefit of Wells Fargo’s centralized global recruitment function. This Wells Fargo career website is operated from the United States by Wells Fargo Bank, N.A., 550 South 4th Street, 7th Floor, Minneapolis, Minnesota 55415, (800) 869-3557. Accordingly, any Personal Data you submit to the Wells Fargo career website will be collected in the United States and will be subject to U.S. laws. Personal Data collected by the Wells Fargo career website through browsing that website before beginning the process of applying for a job opening is collected, used, and retained as described the Digital Privacy and Cookies Policy at https://www.wellsfargo.com/privacy-security/ and is not collected or used for purposes of your job application. If we, however, share your Personal Data with an Affiliated Entity located in another country in its capacity as a potential employer, the Affiliated Entity will handle your Personal Data in accordance with this Notice. Any hiring or other employment-related decisions will be made by the hiring Affiliated Entity in accordance with the laws of the country where the job will be located.

9. How do you invoke your rights in relation to your Personal Data?

If you would like to request to access, correct, update, suppress, restrict, or delete Personal Data, object to or opt out of the processing of Personal Data, or if you would like to request to receive a copy of your Personal Data for purposes of transmitting it to another company (to the extent that these rights are provided to you by applicable law), you may contact our EMEA Regional Privacy Officer using the contact information in Section 11 below. We will respond to your request consistent with applicable law.

You also may lodge a complaint with a Data Protection Authority for your country or region or in the place of the alleged misconduct. Contact information for the relevant Data Protection Authority may be found by clicking on link(s) below:

- United Kingdom: Information Commissioner’s Office (ICO)
- European Union: Our Members | European Data Protection Board (europa.eu)
- DIFC: Data Protection | DIFC

10. How do we update this Notice?

We may change or update parts of this Notice to reflect changes in our practices and/or applicable law and regulation. Please check this Notice from time to time so that you are aware of any changes or updates to it, which may be indicated by a change in the effective date noted at the beginning of the Notice. If and when required under applicable law, we will notify you of any change or update in relation to this Notice by either individual message or disclosing the changes to the data processing on an available medium.

11. How do you contact a Regional Privacy Officer for questions?

The Company has Regional Privacy Officers who are dedicated to responding to requests in relation to your Personal Data. For the Wells Fargo entities listed in Section 14, please contact our EMEA Regional Privacy Officer using the contact information below:
12. Children

The Wells Fargo career website is not intended for minors under the age of 18.

13. What about changes to this Notice?

Any changes to the Company's Personal Data processing practices with respect to international (i.e., non-U.S.) applicant data will be posted on the Wells Fargo career website.

14. What Wells Fargo entities operate in Europe?

A list of Wells Fargo entities that hire individuals, directly or indirectly, in Europe is set out below:

<table>
<thead>
<tr>
<th>Name of Wells Fargo Legal Entity</th>
<th>Jurisdictions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wells Fargo Bank, National Association, London Branch</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Wells Fargo Securities International Limited</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Wells Capital Finance (UK) Limited</td>
<td>United Kingdom</td>
</tr>
<tr>
<td>Wells Fargo Bank International Unlimited Company</td>
<td>Ireland</td>
</tr>
<tr>
<td>Wells Fargo Bank International Unlimited Company, Frankfurt</td>
<td>Germany</td>
</tr>
<tr>
<td>Wells Fargo International Finance (France) S.A.S.</td>
<td>France</td>
</tr>
<tr>
<td>Wells Fargo Securities Europe S.A.</td>
<td>France</td>
</tr>
<tr>
<td>Wells Fargo Capital Finance, Amsterdam Branch</td>
<td>The Netherlands</td>
</tr>
<tr>
<td>Wells Fargo Capital Finance, Stockholm Branch</td>
<td>Sweden</td>
</tr>
<tr>
<td>Wells Fargo Bank, National Association, DIFC Branch</td>
<td>Dubai, United Arab Emirates</td>
</tr>
</tbody>
</table>

When you apply for a job opening, you are applying for a position at one of these entities, and that entity is the controller of your information. If you apply for a job opening through the Wells Fargo career website (www.wellsfargojobs.com), Wells Fargo Bank, N.A., London Branch is the controller of the personal data you provide through that website.
Wells Fargo International Job Applicant Privacy Notice – Mainland China

This Notice applies to the mainland of the People's Republic of China.

Effective: 10 August 2022

"We," "us," “our,” “the Company,” or "Wells Fargo" refers to Wells Fargo Bank N.A., Wells Fargo & Company, Wells Fargo Advisors, LLC, Wells Fargo Securities, or another Wells Fargo company or entity which has job openings made available on this site or through employment agencies. "You" or "your" refers to the applicant. When you, or an employment agency on your behalf, submit Personal Data (as defined below) to us in order to apply for a job vacancy, the Company will act as the data controller regarding the processing of the Personal Data that are processed by Wells Fargo in accordance with this privacy notice ("Notice").

Wells Fargo is one of the largest financial institutions operating globally. We have affiliated companies or entities around the world, including in the United States ("Affiliated Entities"). As described in Section 2 below, in order to carry out operations in connection with your job application, we need to process certain Personal Data, as described below.

By submitting information, or authorizing information to be submitted on your behalf, in connection with employment (including service) at Wells Fargo, you consent to our processing of your Personal Data as described in this Notice.

1. What Information We Collect About You

Depending on the practice of local jurisdiction, we may collect the following information about you:

- General Data: Name (given, middle, and last name/surname), home address, telephone number, cellular telephone number, email address, gender, date of birth;
- Visa, Work Permit, and Work Authorization Data: Preferred location(s), desired compensation and currency, country of residence, information about work eligibility status and required visa support;
- Authentication Data: Identification numbers or documents issued by a governmental authority;
- Background Check Data: background check information including credit and criminal checks and screening, to the extent required or permitted by local law, educational background, prior employment history, professional or personal references, other information contained in your Curriculum Vitae or resume you provide to us, professional memberships, certifications, skills such as languages, and professional qualifications;
- Referrals or employment agency representation;
- Electronic and voice communications data: record of our contacts with you, including interviews, and disposition (which may include CCTV footage captured within our offices), and business communications content and data, including IP address and session identification, with Wells Fargo through all applicable communication channels, including email, text, instant message or chat, transcriptions and/or telephone communications, voice recordings, video recordings, and presentations hosted by Wells Fargo;
• Position description: employer, title, position held, duties, terms and conditions of any offer of employment, if applicable; and
• Other information you may provide.

Any information you submit to us must be true, complete and non-misleading. Submitting inaccurate, incomplete, or misleading information may lead to rejection of your application during the application process or disciplinary action if you are employed, including immediate termination of your employment with us. In addition, it is your responsibility to ensure that the information you submit does not violate the rights of third parties.

We may also collect certain types of sensitive Personal Data, from you, public sources or background check companies, as permitted by local law and based on the position, for example, the commission or alleged commission of any offences, related proceedings and the disposition or the sentence in such proceedings, and credit checks. The processing of your sensitive Personal Data is necessary to achieve the purposes described in Section 2, and will be conducted in a way that would have the least impact on personal rights and interests.

All of the information listed above, including the information relating to your expression of interest or application for employment with Wells Fargo, and any pre-employment processing, is collectively referred to as “Personal Data.”

2. Purposes for Which We Use or Process Information About You

Wells Fargo may use or process Personal Data in connection with your expression of interest or application for employment for the following purposes:
• Evaluate your qualifications for employment with Wells Fargo, including whether you are eligible to work in the employment location or meet other eligibility requirements;
• Complete pre-employment screening and verification of information provided by you;
• Identify and match job applicants with applicable job openings;
• Communicate with you regarding your application, including conducting interviews;
• Populate a database of candidate information and distribute your Personal Data to appropriate Wells Fargo recruiting and hiring managers globally;
• Communicate with you about available job openings which meet your expressed interests;
• Create records of applicant status and disposition, including details of employment offers;
• Comply with legal requirements, obligations and rights, such as income tax and national insurance deductions (including under U.S., China and other national laws);
• Manage the security of the system and data;
• Comply with requests from regulators or other legal authorities, and handle any legal or other claims arising out of your application for work with Wells Fargo; and
• Allow third party service providers with whom Wells Fargo has a contract to perform any of the above activities on behalf of Wells Fargo.

Wells Fargo will not use or process Personal Data for any purpose incompatible with the above purposes, unless it is required or authorized by law or as authorized by you. We may retain Personal Data in accordance with applicable law after you have elected to withdraw your application or have not been hired by Wells Fargo. However, Wells Fargo will endeavor not to retain Personal Data longer than necessary for the fulfillment of the specified purposes in accordance with the Company’s standard records retention periods or as appropriate in the jurisdiction where such records or information is retained. The Company will promptly destroy the Personal Data in its possession (Personal Data that has been printed on paper will be shredded and Personal Data stored in electronic file form will be deleted by using technical means that will not allow data recovery) once the Company achieves the purpose of collection and use of Personal Data.
3. Transfer and Use of Personal Data by Wells Fargo and its Affiliated Entities

- **Affiliated Entities.** Wells Fargo has affiliated companies operating around the world including in the United States. Jobs posted may be offered by any of the Wells Fargo companies and Personal Data may be made available to them on a worldwide basis. A non-exhaustive list of Affiliated Entities can be found in the list at the following hyperlink (http://www.sec.gov/Archives/edgar/data/72971/000007297115000449/wfc-12312014ex21.htm) viewed in combination with the additional list in the most recent Wells Fargo & Company 10-K filing, Exhibit 21, made with the US Securities and Exchange Commission available at: https://www.sec.gov/cgi-bin/browse-edgar?action=getcompany&CIK=0000072971&type=10-k&dateb=&owner=include&count=40. The Personal Data you provide or that we collect in connection with your application or demonstration of interest in job openings is stored in a central electronic database located in the United States. The Personal Data may be transferred to or accessed by the Affiliated Entities in various geographic regions located throughout the world, including in jurisdictions which may not provide the same level of data protection as that provided in your jurisdiction of residence.

- **Regulators, authorities, and other third parties.** As necessary for the purposes described in Section 2, Personal Data may be transferred to regulators; courts; dispute resolution bodies; other authorities (e.g., tax and law enforcement authorities), including authorities outside your jurisdiction of residence; and other third parties, such as lawyers, consultants, and other independent external advisors.

- **Service Providers.** As necessary for the purposes described above, Personal Data may be shared with one or more parties, whether affiliated or unaffiliated, to process Personal Data under appropriate instructions (“Entrusted Persons”). Such Entrusted Persons will be subject to contractual obligations to implement appropriate administrative, technical, physical, and organizational security measures to safeguard Personal Data, and to process Personal Data only as instructed. Entrusted Persons may carry out instructions related to IT system support, training, compliance, and other legitimate activities, and will be subject to contractual obligations to implement appropriate technical and organizational security measures to safeguard the Personal Data, and to process the Personal Data only as instructed.

- **Sale or business transaction.** As we develop our business, the Company might sell, buy, acquire, obtain, exchange, restructure or reorganize businesses or assets. In the event of any actual or proposed sale, merger, reorganization, transaction, restructuring, dissolution or any similar event involving our business or assets, Personal Data may be shared with the relevant entity or may be part of the transferred assets and will be subject to any necessary contractual obligations to ensure the protection of Personal Data.

The recipients of Personal Data identified in this Section 3 may be located in the United States and other jurisdictions that may not provide the same level of data protection as your home jurisdiction. As needed, we have taken steps to establish appropriate data transfer agreements (including agreements based on the EU Model Contractual Clauses with respect to Personal Data from Europe) or otherwise address cross-border data transfer restrictions. These measures enable us to transfer and use Personal Data in a secure manner anywhere in the world where we have an establishment, or where we have contracted third parties to provide us with services.

4. Security & Retention of Data

The Personal Data will be safely stored in the databases of the Company. The Company has implemented appropriate technical, physical and organizational security measures to safeguard Personal Data in accordance with security requirements of applicable law. When we retain a non-affiliated entity or service provider to perform a function, that entity will be required to protect your Personal Data in accordance with our standards. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with Section 9 below.
We will keep Personal Data no longer than necessary to: i) fulfill the purposes outlined in this Notice; ii) comply with legal or regulatory obligations to which Wells Fargo is subject; or iii) perform a contract duly established with you or in order to take steps at your request prior to entering a contract. We have implemented appropriate records retention policies to retain Personal Data only to the extent permitted by applicable law. We may need to hold Personal Data beyond retention periods in response to a regulatory audit, investigation, or other legal matter. These requirements also apply to our third party service providers. Where required by law, Wells Fargo will anonymize data for additional processing.

5. Wells Fargo career website use of cookies or similar technologies

We and our service providers use “cookies” and similar technologies on the Wells Fargo career website (www.wellsfargojobs.com). Please see Wells Fargo’s Digital Privacy and Cookies Policy at https://www.wellsfargo.com/privacy-security/ for more information.

6. Wells Fargo career website links to third-party websites

This Notice does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Wells Fargo career website links. The inclusion of a link on the Wells Fargo career website does not imply endorsement of the linked site or service by the Company or our Affiliated Entities.

7. Changes to Privacy Notice

Any material changes to Wells Fargo’s personal data collection, use and disclosure practices with respect to international applicant data will be posted on applicable application sites.

8. Children

The Wells Fargo career website is not intended for minors under the age of 18.

9. Access and Correction Requests, Questions and Complaints

To submit a question or request access to and/or correct, suppress the processing of or delete your Personal Data, or object to any use of Personal Data, you or your legal representative may make a written request to the address below to the extent permitted by applicable law. You may have other rights under the laws applicable to our collection of your Personal Data, such as requesting for explanation of our rules of processing your Personal Data, requesting for the transfer of your Personal Data to another entity where relevant requirements are met, and requesting for the revocation of consent. In addition, to the extent required by applicable law, an overview of entities involved in the processing of Personal Data, including the identity of certain recipients of your Personal Data and/or the countries where your Personal Data is being processed, are available upon request. The abovementioned rights may not be absolute, and exceptions may be applicable. If the Company is not able to accommodate your request, you will be provided with reasons for the denial. Please note that if you choose not to consent or revoke your consent, it could affect Wells Fargo’s ability to consider your application for employment.

You may have a right under applicable law to make a complaint about this Notice. If you would like to make a complaint, please submit your complaint in writing to the contact details below. You may also be able to pursue your complaint with your data protection authority or privacy commissioner for mainland China, pursuant to applicable law.

APAC Regional Data Privacy Officer
138 Market St
#30-01 CapitaGreen
富国银行国际集团求职者隐私声明 - 中国大陆

本《声明》适用于中华人民共和国大陆地区。

生效日期：2022 年 8 月 10 日

“我们”、“我方”、“我们的”、“本公司”或“富国银行”是指 Wells Fargo Bank N.A.（富国银行）、Wells Fargo & Company（富国集团公司）、Wells Fargo Advisors, LLC（富国投资顾问公司）、Wells Fargo Securities（富国证券公司）或在本网站或通过职业介绍所提供就业机会的其他富国银行公司或实体。“您”或“您的”是指求职者。当您或职业介绍所代您向我们提交个人数据（如下所述）以申请空缺职位时，本公司将担任数据控制者，对富国银行依据本隐私声明（“《声明》”）所处理的个人数据进行处理。

富国银行是最大的金融机构之一，业务遍及全球。包括美国在内，我们在全球各地均有关联公司或实体（“关联实体”）。如下文第 2 节所述，为了执行与您的工作申请有关的操作，我们需要处理某些个人数据（如下所述）。

提交或授权代您提交与富国银行就业（包括服务）有关的信息，即表示您同意我们按照本《声明》所述处理您的个人数据。

1. 我们收集的关于您的个人信息

根据当地司法管辖区的惯例，我们可能收集关于您的以下信息：

- 一般数据：姓名（名字、中间名和姓氏）、家庭地址、电话号码、手机号码、电子邮件地址、性别、出生日期；
- 签证、工作许可证和工作授权数据：首选地点、期望薪酬和货币、居住国家、有关工作资格状态的信息和必需的签证支持；
- 身份验证数据：政府机构签发的身份证号或身份证件；
- 背景调查数据：背景调查信息包括信用和犯罪调查与筛查（仅限于当地法律规定或允许的范围）、教育背景、以前的工作经历、专业或个人推荐信、您提供给我们的简历中的其他信息、专业会员资格、认证、语言等技能以及专业资格；
- 推荐或职业介绍所的陈述；
- 电子和语音通信数据：我们与您联系的记录，包括面试和处置（可能包括在我们办公室内捕捉到的闭路电视录像片段），以及与富国银行通过所有适用的通信渠道（包括电子邮件、短信、即时消息或聊天、转录和/或电话往来、录音、录像和由富国银行主持的文稿演示）进行的业务通信内容和数据（包括 IP 地址和会话识别号）；
- 职位说明：雇主、职称、职位、职责、任何聘用意向书的条款和条件（若适用）；以及
- 您可能提供的其他信息。

您提交给我们的任何信息必须真实、完整且无误导性。提交不准确、不完整或误导性的信息可能会导致您的申请在申请过程中被拒绝，或者如果您受雇于我们，可能会受到纪律处分，包括立即终止我们与您的雇佣关系。此外，您有责任确保您提交的信息不侵犯第三方的权利。
2. 我们使用或处理关于您的个人信息的目的

富国银行可能出于以下目的使用或处理与您表达的就业意向或申请有关的个人数据：

- 评估您在富国银行工作的资格，包括您是否有资格在工作地点工作或满足其他资格要求；
- 对您提供的信息进行全面的入职前筛查和验证；
- 确定求职者并将其与适用的空缺职位相匹配；
- 就您的申请与您沟通，包括进行面试；
- 填充候选人信息数据库，并将您的个人数据分发给全球范围内适宜的富国银行招聘和雇佣经理；
- 与您沟通符合您表达的意向的空缺职位；
- 创建求职者状态和处置记录，包括聘用意向书的详细信息；
- 遵守法律要求、义务和权利，如所得税和国民保险扣除（包括美国、中国和其他国家法律规定的扣除）；
- 管理系统和数据的安全性；
- 遵守监管机构或其他法律机构的要求，以及处理因您申请富国银行的工作而产生的任何法律或其他索赔；以及
- 允许与富国银行签订合同的第三方供应商代表富国银行执行上述任何活动。

富国银行不会因任何与以上目的相悖的其他目的而使用或处理个人数据，除非是法律要求或授权，或者得到您的授权。在您选择撤回申请或未被富国银行聘用后，我们可能会根据适用法律保留个人数据。但是，对于个人数据的保留期限，富国银行将努力不超过满足上述各项目的所必需的时间，遵守本公司的记录保留标准期限或者按照记录或信息保留所在司法管辖区的规定保存适当时间。

本公司将在达到收集和使用个人数据的目的后，立即销毁所持有的个人数据（已打印在纸张上的个人数据将被粉碎，以电子文件形式储存的个人数据将通过不允许数据恢复的技术手段删除）。

3. 富国银行及其关联实体对个人数据的传输和使用

- **监管机构、当局和其他第三方**。根据第 2 节所述目的的所需，个人信息可能被传输至监管机构、法院、争端解决机构和其他当局（例如税务和执法机构），包括您所在司法管辖区之外的机构，以及律师、顾问和其他独立外部顾问等其他第三方。
- **服务供应商**。根据上述目的的所需，个人信息可能与关联或独立的一方或多方共享，以按照适当的指示处理个人信息（“受托人”）。此等受托人将遵循合同义务，实施适当的管理、技术和组织措施来保护个人信息，并仅按照指示处理个人信息。受托人可能执行与 IT 系统支持、培训、合规和其他合法活动相关的指示，并将按照合同义务采取适当的技术和组织措施，以保护个人信息，并仅按照指示处理个人信息。
- **销售或业务交易**。在发展业务的过程中，本公司可能会出售、购买、收购、获取、交换、重组或重组业务或资产。如果发生任何实际或拟议的出售、合并、重组、交易、重组、解体或任何涉及我们业务或资产的类似事件，我们可
能与相关实体共享个人数据，或者将其作为所转让的资产的一部分，而此部分个人数据将受任何必要的合同义务约束，以确保对个人数据的保护。

第3节中所说明的个人数据的接收者可能位于美国或者其他不提供与您所在司法管辖区同等级数据保护的司法管辖区。根据需要，我们已采取措施来制定适当的数据传输协议（包括根据关于来自欧洲的个人数据的欧盟示范合同条款而制定的协议）或以其他方式处理跨境数据传输限制。这些措施使我们能够在我们设立机构或将服务提供给全球任何地点以安全的方式传输和使用个人信息。

4. 数据的安全性和保留

个人数据会被安全地储存在本公司的数据库中。本公司会依据适用法律的安全要求执行适当的技术、物理和组织安全措施以保护个人信息。当需非关联实体或服务供应商执行特定业务时，该实体将必须依据我们的标准保护您的个人数据。遗憾的是，没有任何数据传输或储存系统可以保证100%安全。如果您有理由认为您与我们的互动不再安全，请立即依据下方第9节的规定通知我们。

我们保留个人数据不会超过以下各项所需的时间：i）实现本《声明》中所述的目的；ii）遵守富国银行应承担的法律或监管义务；或iii）履行与您正式订立的合同，或在签订合同前应您的要求采取措施。我们已实施适当的记录保留政策，仅在适用法律允许的范围内保留个人信息。为了应对监管审计、调查或其他法律事项，我们可能需要在保留期之后保留个人数据。这些要求也适用于我们的第三方服务供应商。如果法律要求，富国银行将对数据进行匿名处理，以进行其他处理。

5. 富国银行职业网站使用Cookie或类似技术

我们和我们的服务供应商在富国银行职业网站(www.wellsfargojobs.com)（英文版）上使用“Cookie”和类似技术。有关更多信息，请前往https://www.wellsfargo.com/privacy-security/（英文版）参阅富国银行的数字隐私和Cookie政策。

6. 富国银行职业网站链接到第三方网站

本《声明》不涉及任何第三方（包括运营富国银行职业网站所链接到的任何网站或服务的任何第三方）的隐私、信息或其他做法，我们也不对上述内容承担任何责任。在富国银行职业网站上包含链接并不意味着本公司或我们的关联实体认可链接的网站或服务。

7. 隐私声明变更

富国银行有关全球求职者数据的个人信息收集、使用和披露做法的任何重大变更都将公布在适用的求职网站上。

8. 儿童

富国银行职业网站不适用于18岁以下的未成年人。

9. 访问和更正要求、问题和投诉

如需提交问题或要求访问和/或更正、禁止处理或删除您的个人信息，或反对使用任何个人信息，您或您的法律代表可在适用法律允许的范围内，向以下地址提出书面要求。根据适用于我们收集您的个人信息的法律，您可能拥有其他权利，例如要求我们处理您的个人信息的规则予以解释、要求将您的个人信息传输至符合相关要求的其他实体，以及要求撤销同意书。此外，在适用法律要求的范围内，我们可应要求提供关于参与处理个人信息之实体的概况，包括您的个人信息的某些接收者的身份和/或您的个人信息处理所在的国家/地区。这些权利不是绝对的，存在例外情况。如果本公司不能满足您的要求，我们将向您提供拒绝的原因。请注意，如果您选择不同意或撤销同意书，这可能会影响富国银行考虑您的就业申请的能力。
根据适用法律，您可能有权对本《声明》提出投诉。如果您想投诉，请将您的投诉以书面形式送交至以下联系方式。根据适用法律，您也可以向中国大陆地区的数据保护机构或隐私专员提出投诉。

**APAC地区数据隐私官**
138 Market St
#30-01 CapitaGreen
Singapore, 048946
电话：(65) 6395 6900
privacy.apac@wellsfargo.com