

International (non-EU)

European Union

**Wells Fargo International Privacy Notice for Applicants**

**Wells Fargo International Privacy Notice for European Union Applicants**

**All countries except European Union Countries**

**Applies to European Union Countries**

*Effective: 1 May 2018*

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When you, or an employment agency on your behalf, submit personal information to this site or apply for employment with us, Wells Fargo will handle that personal information in accordance with this privacy notice. "We" or "Wells Fargo" refers to Wells Fargo Bank N.A., Wells Fargo & Company, Wells Fargo Advisors, LLC, Wells Fargo Securities, or other Wells Fargo company which has job openings made available on this site or through employment agencies. 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:

- name (given, middle and surname), home address, telephone number, cellular telephone number, email address, gender, date of birth;
- preferred location(s), desired compensation and currency, country of residence, information about work eligibility status and required visa support;
- identification numbers or documents issued by a governmental authority;
- educational background, prior employment history, professional or personal references, other information contained in your Curriculum Vitae or resume you provide to us;
- skills such as languages or computer programs mastered, professional qualifications;
- referrals or employment agency representation;
- record of our contacts with you, including interviews, and disposition;
- terms and conditions of any offer of employment, if applicable; and
- other information you may provide.

"We," "us" or "Wells Fargo" refers to the Wells Fargo company which has job openings made available online, or through employment/recruitment agencies or otherwise, and "You" or "Your" refers to the applicant. When you, or an employment or recruiting agency acting on your behalf, submit individually identifiable information about you ("Personal Data") to us in order to apply for employment or to provide services as a non-employee, Wells Fargo will act as the data controller regarding the collection, use, transfer, and processing of that Personal Data in accordance with this privacy notice ("Notice").

Wells Fargo is one of the largest financial institutions in the world and operates globally. As described in Section 2 below, we need to collect, process, and use Personal Data for Pre-Employment Purposes. We also have to meet the different requirements of data protection laws across the world.

Name of group parent: Wells Fargo & Company

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

Contact information for our EMEA Data Privacy Officer is listed in Section 6 below.

**1. What Personal Data do we collect?**

We may collect the following categories of Personal Data in connection with your application for employment or application to provide services as a nonemployee:

- **Master data:** first name, middle name(s) and last name, personal contact details (home and mobile telephone numbers, email address, home address), date and place of birth, citizenship, marital status, gender, national identification, tax, and/or social insurance numbers, information required for tax reporting, health insurance information, and bank account details.
- **Visa and work permit data:** copies of your passport, birth certificate, national identification card, existing and expired visa(s) and other permit details and all such information for relevant members of your family (such as your parents,

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We may also collect certain types of sensitive Personal Information as permitted by local law and based on the position, for example, the commission or alleged commission of any offences, and related proceedings and the disposition or the sentence in such proceedings.

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 referred to as "Personal Information."

### 2. PURPOSES FOR WHICH WE USE OR PROCESS INFORMATION ABOUT YOU

Wells Fargo may use or process Personal Information 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;
- 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 Information 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;

spouse, domestic/civil partner, children and/or other dependents) if required by law.

- **Background data:** credit history, previous addresses, prior employment history, data associated with verification of politically exposed persons, current and past directorships held by you and members of your immediate family, education history, professional memberships and qualifications, professional or personal references, other information contained in your curriculum vitae or resume, and any other information you submit as part of the background screening process.
- **Third party data:** the 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 mastered.
- **System usage data:** data about your use of Wells Fargo's employment application systems, including authentication credentials such as user IDs and passwords.

We may collect the following sensitive Personal Data as permitted by local law and based on the position to which you apply: **criminal records data** (such as criminal records properly obtained through a lawful background reference check), and **race-related data** (which may be apparent from processing your picture or from documents such as your passport or national identity card) (collectively, "**Sensitive Personal Data**").

As part of the background screening process, Wells Fargo may receive Personal Data from certain third-party entities, such as credit reporting agencies, background checking agencies or law enforcement agencies as well as from any employment or recruitment agency with whom you are working or from the references you have provided.

If you provide Wells Fargo with Personal Data (including Sensitive Personal Data) about your spouse, domestic civil/partner, dependents, and/or any other individuals, it is your responsibility to inform them of their rights with respect to such information and of how Wells Fargo may collect, use, process and transfer their Personal Data as set out in this Notice. You are also responsible for obtaining the explicit consent of these individuals (unless you can provide such consent on their behalf) if such consent is required by law.

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- 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 parties to perform any of the above activities on behalf of Wells Fargo.

Wells Fargo will not use or process Personal Information for any purpose incompatible with the above purposes, unless it is required or authorized by law or as authorized by you. We may continue to process Personal Information after you have elected to withdraw your application or have not been hired by Wells Fargo. However, Wells Fargo will endeavor not to keep Personal Information longer than necessary for the fulfillment of the specified purposes.

### 3. TRANSFER AND USE OF PERSONAL INFORMATION BY WELLS FARGO AND ITS 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 Information 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 Information (<http://www.sec.gov/Archives/edgar/data/72971/000095012311018541/f56816exv21.htm> as of December 31, 2010). Wells Fargo & Company will be the party responsible for managing the Personal Information to be jointly used. The Personal Information 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 Information 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.

Wells Fargo may from time to time make some or all of the Personal Information, including sensitive Personal Information, available to other parties that provide products or services to Wells Fargo (including technology systems support, background checking companies and regulators). Although Wells Fargo will endeavor to protect any Personal Information transferred in such cases through confidentiality agreements and commercially reasonable

Unless otherwise indicated, Personal Data requested by Wells Fargo during the application process is mandatory for the Pre-Employment Purposes set out in Section 2 below, and failure to provide that Personal Data will result in our inability to consider you for employment.

### 2. *For what purposes do we use and process Personal Information?*

Wells Fargo may use or process Personal Data (via manual or electronic methods) in connection with your expression of interest or application for employment for the following purposes which are essential to considering and processing your application ("**Pre-Employment Purposes**"):

- **To evaluate your qualifications for employment** with Wells Fargo, including whether you are eligible to work in the work location or meet other eligibility requirements, we use: master data, visa and work permit data, background data, job preference data, third party data and criminal records data.
- **To identify and match job applicants** with applicable job openings, we use: master data, visa and work permit data, background data, job preference data.
- **To communicate with you** regarding your application, including conducting interviews, we use: master data.
- **To populate a database of candidate information** and distribute your Personal Data to appropriate Wells Fargo recruiting and hiring managers globally, we use: master data, background data and job preference data.
- **To notify you about available job openings** which meet your expressed interests, we use: master data, visa and work permit data, background data and job preference data.
- **To create records of applicant status and disposition**, including details of employment offers, we use: master data, visa and work permit data, background data, job preference data and criminal records data.
- **To comply with legal requirements**, obligations and rights, such as anti-bribery and anti-corruption, income tax and national insurance reporting, and remittances (including under U.S. and other national laws) we use: master data, third party data, criminal records data, and visa and work permit data.
- **To manage the security of our technology**, systems and data, we use: master data and system usage data.

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security measures, you consent to the transfer of your personal information outside of your country or protected area. Wells Fargo will not disclose your Personal Information for any purpose incompatible with the purposes described in this notice unless it is required or authorized by law or is authorized by you.

#### 4. SECURITY

Wells Fargo will take the appropriate legal, organizational and technical measures to protect Personal Information. Recipients have been made aware that Personal Information may only be used in accordance with the purposes described in this Notice. When we retain a non-affiliated entity to perform a function, that entity will be required to protect workers' Personal Information.

#### 5. 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.

#### 6. ACCESS AND CORRECTION REQUESTS, QUESTIONS AND COMPLAINTS

To submit a question or request access to and/or correct, suppress or delete your Personal Information, or object to any use of Personal Information, you may make a written request to the address below. 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. 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.

Wells Fargo Bank, N.A.  
Corporate Human Resources  
333 Market St.  
San Francisco, CA 94105 USA

Asia-Pacific:

- **To comply with requests from regulators** or other legal authorities, and handle or defend any legal or other claims that may arise out of your application for work with Wells Fargo, we may use: master data, third party data, visa and work permit data, background data, job preference data, system usage data, criminal records data and (where required or permitted by applicable law) race-related data.
- **To allow third parties to perform any of the above activities** on behalf of Wells Fargo, we use: master data, third party data, visa and work permit data, background data, job preference data, system usage data, criminal records data and (where required or permitted by applicable law) race-related data.

Wells Fargo will not use or process Personal Data for any purpose incompatible with the purposes outlined in this section unless it is required or authorized by law, or as authorized by you. We may continue to process Personal Data after you have elected to withdraw your application or have not been hired by Wells Fargo. However, Wells Fargo will endeavor not to keep Personal Data longer than necessary for the fulfillment of the purposes outlined in this section, in accordance with our standard records retention periods, or as required or appropriate in the jurisdiction where such records or information is retained. However, we may need to hold Personal Data beyond these time periods due to regulatory requirements of a particular country or in response to a regulatory audit, investigation or other legal matter. These requirements also apply to our third party service providers.

#### 3. *Under what conditions is Personal Data made available to other recipients?*

Wells Fargo may make Personal Data available to third parties for Pre-Employment Purposes as described in Section 2 as follows:

- **Affiliated Entities.** Wells Fargo has affiliated companies operating around the world including in the United States ("**Affiliated Entities**"). Jobs posted may be offered by any such Affiliated Entities and Personal Data may be made available to them on a worldwide basis. Wells Fargo may also make Personal Data available to, or otherwise allow access to such data by, relevant Affiliated Entities, which may use, transfer, and process the data for the Pre-Employment Purposes described above in Section 2. See Exhibit 21 to the most recent Form 10-K we filed with the U.S. Securities and Exchange Commission at [www.sec.gov/Archives/edgar/data/72971/000007297118000272/wfc-12312017xex21.htm](http://www.sec.gov/Archives/edgar/data/72971/000007297118000272/wfc-12312017xex21.htm) for a select list of Affiliated Entities and subsidiaries as of December 31, 2017.

APAC Regional Data Privacy Officer  
 MAC Y1109-270  
 3 Pacific Place 1 Queens Rd East  
 27th Floor  
 Hong Kong, HKG  
 Telephone: 852 3650 8000  
[privacy.apac@wellsfargo.com](mailto:privacy.apac@wellsfargo.com)

**Europe, Middle East and Africa:**  
 EMEA Regional Data Privacy Officer  
 MAC Y1132-080  
 1 Plantation Place  
 8th Floor  
 London, GBR  
 EC3M 3BD  
 Telephone: +44 (0) 20 7149 8100  
[privacy.emea@wellsfargo.com](mailto:privacy.emea@wellsfargo.com)

**Latin America and Caribbean:**  
 Americas Regional Data Privacy Officer  
 MAC Z6087-382  
 333 SE 2nd Avenue  
 38th Floor  
 Miami, FL 33131  
[privacy.latinamerica@wellsfargo.com](mailto:privacy.latinamerica@wellsfargo.com)

**For Canada:**  
 Canada Privacy Leader &  
 Wells Fargo Bank N.A., Canadian Branch Privacy Officer  
 22 Adelaide Street West, Suite 2200  
 Toronto, ON M5H 4E3  
 Telephone: 1-866-876-8688  
[canadaprivacyinfo@wellsfargo.com](mailto:canadaprivacyinfo@wellsfargo.com)

- **Regulators, authorities, and other third parties.** As necessary for the Pre-Employment Purposes described above, Personal Data may be transferred to regulators, courts, and other authorities (e.g., tax and law enforcement authorities), lawyers and consultants, independent external advisors (e.g., auditors), the Wells Fargo & Company Board of Directors, insurance carriers, and benefits providers, including entities in the jurisdictions where Wells Fargo & Company and/or the Affiliated Entities are located.
- **Data processors.** As necessary for the Pre-Employment Purposes described above, 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 the Personal Data, and to process the Personal Data only as instructed.

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. To the extent required by applicable law, Wells Fargo will: (i) address any applicable requirement to assure an adequate level of data protection before transferring Personal Data by assuring the execution of appropriate data transfer agreements or confirming other controls, including executing agreements based on EU Model Contractual Clauses with respect to Personal Data transferred from the EU to a third country, or otherwise provide appropriate safeguards regarding transfers of Personal Data to other countries; and (ii) establish that Personal Data will be made available to individuals within the recipient entities on a need-to-know basis only for the relevant Pre-Employment Purposes described in Section 2. Please contact the EMEA Data Privacy Officer, using the contact information in Section 6, to obtain additional information about these safeguards.

**4. What security measures does Wells Fargo implement?**

Personal Data will be safely stored in the databases of Wells Fargo and will be held and maintained by Wells Fargo or on behalf of Wells Fargo by Wells Fargo service providers. The Company has implemented appropriate technical, physical and organizational security measures to safeguard Personal Data in accordance with the Company'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 workers' Personal Data in accordance with our standards.

##### **5. What are my rights in relations to Personal Data?**

Laws in the EU enable you to have appropriate control and oversight over what organizations do with your Personal Data. This Notice provides you with details about your Personal Data rights. If you have questions about your Personal Data rights, or whether different local laws apply, please contact the EMEA Data Privacy Officer using the contact information in Section 6 below.

You have the following rights in relation to your Personal Data:

- **Access:** you can ask us for a description of the Personal Data we hold about you and our purposes for holding it; you can also ask for a paper or electronic copy of this information.
- **Rectification:** you can ask us to correct your Personal Data if you see that it is inaccurate or incomplete.
- **Objection:** you can object to our processing of your Personal Data where we base such processing on our legitimate interests or, when applicable, on public interests or where we act under an official authority.
- **Erasure:** you can ask us to destroy your Personal Data if you believe we no longer need it or we are inappropriately using it, or if you withdraw your consent. You can also ask for the destruction after you object to our use of your Personal Data or for compliance with a legal obligation.
- **Restriction of processing:** you can ask us to temporarily stop using your Personal Data when you contest its accuracy, when you believe our use is unlawful, or when you wish us to keep but not use your Personal Data beyond our time limit for storage for the purpose of a legal claim you've made or plan to make. You can also ask us to temporarily stop using your Personal Data during the period we are processing your objection request.
- **Data portability:** you have the right to receive Personal Data you have provided to us in a structured, commonly used, and machine-readable format. You also have the right to request that we transmit your Personal Data directly to another party if technically feasible. This right only relates to Personal Data which we process based on your consent, or on a contract you have with us, and where we carry out the processing by automated means.
- **Complaint with a supervisory authority:** you have the right to lodge a complaint with a data protection supervisory authority.

In certain circumstances, we will need to use your Personal Data even though you may have asked us to delete it or restrict our use of it, or when you objected to our use. If this is necessary, we will do so in a lawful, fair, and transparent manner. Please contact the EMEA Data Privacy Officer listed in Section 6 below if you have any questions.

To the extent that consent is required by applicable law and our collection, use, disclosure or other processing of Personal Data is not otherwise permitted by applicable law, by providing Personal Data to the Company or to Wells Fargo & Company you consent to the collection, use, disclosure (including cross-border transfers to third countries), and other processing of Personal Data as described in this Notice. You may revoke consent at any time by notifying the EMEA Data Privacy Officer listed in Section 6 below. Prior uses and disclosures will not be affected (unless required by applicable law), and we may otherwise continue to process Personal Data as permitted or required by law. The consequences of revoking consent are explained in the last paragraph of Section 1 above.

**6. *How do I contact a Data Privacy Officer for questions?***

The Company has regional Data Privacy Officers who are dedicated to responding to requests in relation to your Personal Data. Please contact the EMEA Data Privacy Officer using the contact information below:

EMEA Regional Data Privacy Officer  
MAC Y1132-080  
8th Floor, 1 Plantation Place  
London, Great Britain  
EC3M 3BD  
Telephone: (44) 0-20-7149-8100  
[privacy.emea@wellsfargo.com](mailto:privacy.emea@wellsfargo.com)

**7. *Changes to this Privacy Notice***

Any changes to Wells Fargo's Personal Data collection, use and disclosure practices with respect to international (i.e., non-U.S.) applicant data will be posted on applicable application sites.

**8. *Candidate's Confirmation***



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By signing or otherwise indicating acceptance of this Notice, I confirm that I have been expressly and unequivocally informed that my Personal Data will be processed by and transferred to the above mentioned recipients in accordance with the purposes described above. I understand the information provided in this Notice and give my consent to such processing and transfers.

Furthermore, I confirm that the Personal Data provided in my application and during the selection process is accurate, complete and current. I agree to notify Wells Fargo immediately should I become aware that any of the Personal Data provided needs to be amended in order that it shall remain accurate.

**Signature:** \_\_\_\_\_

**Name (in capital letters):** \_\_\_\_\_

**Date:** \_\_\_\_\_