



BAXTER RECRUITMENT PLATFORM GLOBAL PRIVACY POLICY

Thank you for visiting this Baxter Recruitment Platform, a tool for Baxter’s online job application process. Before using Baxter Recruitment Platform you should read this entire Privacy Policy. If this Privacy Policy is not acceptable to you, then you should neither use Baxter Recruitment Platform nor submit any personal data to or through it nor will you be able to enjoy the full benefits of Baxter Recruitment Platform.

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A. Data Controller

Baxter Recruitment Platform is owned and operated by Baxter Healthcare Corporation [One Baxter Parkway, Deerfield, IL 60015-4625] ("Baxter", "we", "our", or "us") for itself and on behalf of all of its affiliates. You can look up the name and address of Baxter and, if applicable, of the local entity you are applying for ("Local Baxter Entity" which details are described in the job offer) at <https://www.baxter.com/location-selector>. For the global career platform, however, Baxter is the data controller under applicable data protection law for any personal data collected, processed, used disclosed or transferred in connection with Baxter Recruitment Platform.

Baxter, together with its affiliates, successors, assignors and subcontractors as described in this Privacy Policy collects, stores, processes, uses and discloses personal data about you in connection with Baxter Recruitment Platform.

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B. Purpose of Policy

In order to process your job application, and for the other purposes described below, we receive and collect certain information from you, including personal data (also referred to as "personally identifiable information" or "personal information" in some jurisdictions).

For purposes of this Privacy Policy, "personal data" means information that is about, or relates directly or indirectly to an identified or identifiable individual (e.g., your name, e-mail address, phone number, the IP address of any device you use (e.g., your personal computer etc.) to visit the Baxter Recruitment Platform, the date and time you do so as well as details on technical issues during your stay. Furthermore, we also collect non-personal data through Baxter Recruitment Platform, such as anonymous, statistical or aggregated information. See Section E.2, below for information about how



we use this data.

This Privacy Policy serves to inform you about how we process your data with reference to recruitment and hiring at Baxter.

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C. Purpose of Baxter Recruitment Platform

Baxter Recruitment Platform is a web application developed to support your online job application process and our recruitment and hiring. You enter your application information into Baxter Recruitment Platform and we use this information to find interested and qualified candidates for our vacancies.

We collect, use, share and process your personal data that we collect on the Baxter Recruitment Platform for recruitment and hiring purposes, on the basis of Baxter's legitimate interests in filling its job vacancies with qualified candidates.

We rely on your consent to:

- collect, use, share and process your personal data if you indicated that you wish to learn more about Baxter and join the Baxter Talent Network and receive alerts/newsletters about career opportunities;
- keep your account after the initial recruitment process is over, for the purposes of recruitment for later offers of jobs, which you have not applied for but which are similar to the job you have applied for.;

You have the right to withdraw your consent at any time. The revocation of your consent shall not affect the lawfulness of our handling and processing your personal data based on your consent before its withdrawal.

Should you wish to delete your account and/or withdraw your consent, please follow the links provided in section I below. You can also additionally withdraw your consent by contacting us at the contact details provided in Section K, below.

We reserve the right to process, use and disclose (including transfer) personal data for our legitimate interests and/or compliance with applicable laws as necessary to:

- i. respond to your requests,
- ii. comply with applicable laws, regulations, legal process, and law enforcement inquiries, as required by litigation,
- iii. to take precautions against liability, and protect the security and integrity of Baxter Recruitment Platform and the safety of its users.

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D. Scope of Policy

This Policy applies only to Baxter Recruitment Platform. Within Baxter Recruitment Platform, you may see links or references to other websites, which are not covered by this Policy and are likely to have their own policies. We therefore encourage you to read the privacy policy of each website you visit. We provide these references and links for your convenience; it does not mean that Baxter has verified such websites. You are solely responsible for any interactions you may have with such websites and we accept no responsibility or liability for such interactions. We will only remove contents or links if we find out that they are declared by courts as unlawful or in breach of third party rights or that they are inadequate.

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E. How We collect Data

Baxter Recruitment Platform collects data from its users in two ways: actively and passively. Active data collection refers to situations in which we gather data from you when you send it to us, such as in filing a job application to Baxter. Such data can include both personal data and non-personal data. Passive data collection refers to situations in which we collect personal or non-personal data from you that you have not actively provided (e.g., data that your web browser automatically collects and submits to us when visiting Baxter Recruitment Platform).

1.0 Active Data Collection

In order to run an application process, you will be required to provide the following personal data: your contact details (email address and phone number), your password, your name, your address, your education information (e.g., school and university history), your professional history and CVs, your qualifications and skills, the location and department you would like to work for at Baxter and how you have learned about Baxter, your travel preferences, willingness to relocate, current job termination period, the name of the person who might have referred you to a specific job position. Furthermore, we collect any other personal data, you are providing to us (e.g., reference letters, work certificates, etc.) as well as personal data you provide us with in conjunction with updates and corrections, and information on whether you have given your consent to the storage of your data for later job offers.

If you choose to do so, you may import your personal data from your social media profiles such as LinkedIn.

If you apply for any of our vacancies and we believe that you are a suitable candidate, we may ask you for additional information as a part of the recruitment process (e.g., in interviews or assessment centers).

If you are selected for a particular position we may also perform screening and ask third parties for information on your professional history, qualifications and skills (e.g., former employer, based on the information given by you) and perform a background check where admissible according to local laws applying to the entity you are submitting an application for (e.g. verification in the criminal records where it is permitted by the applicable law). We will perform such screening or background checks on the basis of Baxter's legitimate interest or based on your oral consent, depending on the country you have, and subject to local laws.

As the information given by you and the way in which you have provided the information are relevant for the decision on your suitability for our vacancies, it is in your and our interest that you describe your qualifications and your education very carefully. If we find a match between your application information and the requirements of a vacancy, a member of the HR department will contact you.

If you are applying for a job at one of our Local Baxter Entities, the local HR department of such Local Baxter Entity will receive access to your personal data and will use and process the personal data to assess whether you are a suitable candidate for such Local Baxter Entity's vacancies and, if so, contact you, each as described above.

In case you do not complete an application process, Baxter will collect, process and use personal data that you have provided during an application process and you have saved until you discontinue with the application process (information on contact details, work experience, education and certifications, attachments, questionnaire and diversity [the latter only in the US]) for the sole purpose of enabling you to proceed with the application process later without having to again provide the information that you have already filled-in and saved. This personal data will not be used for any other purposes.

2.0 Passive Data Collection

We may use technologies to passively collect information while you are visiting our Baxter Recruitment Platform (that is, you do not actively provide this information). If you are an external applicant/candidate, these technologies allow us to collect your time zone based on the operating system of the device you are using as well as to verify whether Google Analytics is enabled and to display appropriate information about the EU Cookies policy.

We do not link this passively collected information with personal data that you have actively provided elsewhere on Baxter Recruitment Platform.

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F. What We Do with Your Data

Any personal data we collect from or obtain about you will be processed, used and disclosed (including transferred) for the purposes set out in this Policy or as specifically defined and disclosed at the time when the data is collected or provided.

We will not sell, lease, transfer, share, or otherwise permit access to your personal data with any third parties, save that we may transfer, share, or otherwise permit access to your personal data to:

- (i) Local Baxter Entities, acting as further data controllers, for recruitment purposes as described above; and
- (ii) Third parties acting as service providers who provide technical, administrative, or market research support to Baxter and/or as required for maintenance, hosting of Baxter Recruitment Platform and data storage as well as management of Baxter Talent Network. All such service providers are contractually bound and obliged to comply with required privacy standards in compliance with applicable law. Baxter may change the service providers, if Baxter considers this necessary for the provision of the services related to Baxter Recruitment Platform (e.g., as regards technical security or geographic spread).

In addition, we also reserve the right to transfer any personal data about you in the event we sell or transfer all or a portion of our business or assets. Should such a sale or transfer occur, you will be informed about this and may withdraw your consent to or - as applicable - object to the transfer of your personal data to, and processing and use of your personal data by, the transferee.

Some service providers have their registered offices or are located in countries outside the EU/EEA for which the European Commission has not issued a decision that these countries would ensure an adequate level of data protection. Where required under applicable data protection law, appropriate safeguards were established for such subcontractors - e.g., by concluding appropriate data processing agreements. When transferring personal information between corporate entities, Baxter relies on different legal transfer mechanisms (e.g., standard contractual clauses or Privacy Shield certification, discussed more fully below) depending on the type of personal information needed and countries involved. Please contact Baxter for any questions you might have or for additional information regarding the protections in place to protect your personal information.

EU-U.S. Privacy Shield and Swiss-U.S. Privacy Shield

Baxter International, Inc. and its subsidiary Baxter Healthcare Corporation each participates in and has certified its compliance with the EU-U.S. Privacy Shield Framework and the Swiss-U.S. Privacy Shield Framework (“the Frameworks”). We are committed to subjecting all personal data received from European Union (EU) member countries and Switzerland, respectively, in reliance on the Frameworks, to each Framework’s applicable Principles. To learn more about the Privacy Shield Frameworks, and to view our certification, visit the U.S. Department of Commerce’s Privacy Shield List.

Baxter International Inc. and Baxter Healthcare Corporation is each responsible for the processing of personal data it receives, under the Frameworks, and subsequently transfers to a third party acting as an agent on its behalf. Baxter International Inc. and Baxter Healthcare Corporation each complies with the Privacy Shield Principles for all onward transfers of personal data from the EU and Switzerland, including the onward transfer liability provisions.

With respect to personal data received or transferred pursuant to the Frameworks, Baxter International Inc. and Baxter Healthcare Corporation each is subject to the regulatory enforcement powers of the U.S. Federal Trade Commission. In certain situations, Baxter International Inc. and Baxter Healthcare Corporation may be required to disclose personal data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

Individuals who have an unresolved privacy or data use concern that they believe Baxter or Baxter Healthcare Corporation has not addressed in a satisfactory manner should contact our U.S.-based third party dispute resolution provider (free of charge) at <https://feedback-form.truste.com/watchdog/request>.



Under certain conditions, more fully described on the Privacy Shield website, you may be entitled to invoke binding arbitration when other dispute resolution procedures have been exhausted.

In compliance with the Privacy Shield Frameworks' Principles, Baxter and Baxter Healthcare Corporation commit to resolve complaints about the collection or use of Personal Information under the Privacy Shield Frameworks. EU and Swiss individuals with inquiries or complaints regarding Baxter's or Baxter Healthcare Corporation's compliance with the Privacy Shield Frameworks should first contact Baxter using the contact details provided at the bottom of this Privacy Statement.

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G. Data Security

Baxter is committed to keeping your personal data secure and will take reasonable and appropriate technical, organizational and administrative measures to protect your personal data from and against unauthorized, improper or accidental access, use, alteration, disclosure, destruction and accidental loss.

One way we protect your personal data is through username and password. This safety measure is only effective if you protect the secrecy of both your username and password. If you ever suspect your username or password may have been compromised or subject to unauthorized use, or if you experience any other irregularities, please contact us immediately. Please see Section K for contact information.

Subcontractors of Baxter who administer the Baxter Recruitment Platform and have access to your personal data in connection with providing services for Baxter are obliged to respect your privacy and are required to keep your personal data confidential and are not permitted to use it for any other purpose than to carry out the services they are performing for Baxter.

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H. Data Privacy Rights

In certain circumstances, your country's data protection laws and certain other laws and regulations (including the GDPR) give you rights with respect to your personal data. These rights differ by country/region. If you are based in the EU, such rights may include: (1) the right to be informed on the personal data Baxter collects and processes about you; (2) the right to access and request a portable copy such data; (3) the right to rectify the personal data we have collected; (4) the right to erase your personal data; and (5) the right to object to certain processing activities.

To exercise your rights, you may contact us via email, phone or mail. See Section K, Contact Us, below for contact details. We will respond to these requests without undue delay. If you believe We are using, disclosing or otherwise processing your personal data in a way that is not in accordance with the law you can lodge a complaint with a data protection authority in your country.

We may require follow-up or contact information to allow us to verify that you are the person authorized to make use of any of these rights.

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I. Data Retention, Deletion and Destruction

We will only retain your personal data - if not deleted by you by means of deactivating your account - until the purpose for which it was collected has been accomplished and, beyond that, as described in the following:

If and to the extent permitted under applicable law, we will retain your information for up to 365 days after your last active date in the system*. Retaining your data for this time allows us to provide you with information about other open positions that could be of interest to you. After these periods, we will retain your personal data for as long as applicable law requires or allows us to do so, such as to comply with applicable data retention obligations.

*If you are located in Germany, we will retain your information for up to 6 months.



Please follow below instructions if you want to delete your account or request to delete your data from Baxter Recruitment Platform which you provided for recruitment and hiring purposes:

Baxter Recruitment Platform Account Deletion:

You may delete your account and at the same time request permanent deletion of all personal data by visiting and logging into your account at this <https://baxter.wd1.myworkdayjobs.com/baxter/login>.

Baxter Recruitment Platform Account Data Deletion Process:

Upon deleting your account, all personal and application data will immediately be suppressed from visibility and searches. Following this, your data will be permanently deleted with no possibility of recovery.

In case you additionally wish to request to delete your data which you provided us in order to (1) learn more about Baxter and join the Baxter Talent Network and (2) keep your account after the initial recruitment process is over, for the purposes of recruitment for later offers of jobs, please access the following <https://www.applytracking.com/expunge/expungerequest/bURMs1AKDG6g-MNmC5u97A2>.

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J. Changes to this Privacy Policy

We may periodically update this Privacy Policy to describe new Baxter Recruitment Platform features, products or services we offer and how it may affect our use of information about you. If we make material changes to this this Privacy Statement, we will post a notice on this site prior to the change becoming effective. We encourage you to periodically review this page for the latest information on our privacy practices. We will not make any materially different use or new disclosure of your personal data to another entity using your personal data for that entity's own purposes unless we notify you and give you an opportunity to object.

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K. Contact Us

If you have any questions, comments, concerns or complaints about this Policy, or the information practices of Baxter Recruitment Platform, please contact your local Baxter entity at <https://www.baxter.com/location-selector>.

You may also write to us at:

Baxter International Inc.
ATTN: Chief Privacy Officer/Data Protection Officer, Global Privacy Office
1 Baxter Parkway, Deerfield, IL USA 60015

You may also contact Baxter, at Baxter International, Inc., 1 Baxter Parkway, Deerfield, IL USA 60015, Ethics and Compliance Hotline at 1-844-294-5418; privacy@baxter.com

We will take reasonable steps to respond to your inquiry and remedy problems you bring to our attention.

If you have an unresolved privacy or data use concern that we have not addressed satisfactorily, please contact our U.S.-based third party dispute resolution provider (free of charge) at <https://feedback-form.truste.com/watchdog/request>.

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Last updated: April 2020