



## LINCOLN ELECTRIC – JOB APPLICANT PRIVACY NOTICE

If you provide a job application or resume to Lincoln Canada Holdings ULC, Lincoln Electric Company of Canada GP 2 Limited, Lincoln Electric Company of Canada LP, or Lincoln Canada Finance ULC (collectively, “Lincoln Electric”, “we” or “us”) we will process your personal information for the purposes of potential talent recruitment. More particularly, you shall thereby consent to: (a) the collection and use of the information in your application and any attachments (including your resume), as well as information provided by you in interviews and other communications with us, for the purposes of assessing your suitability for a position with Lincoln Electric and communicating with you in connection with such potential employment; (b) Lincoln Electric conducting relevant background checks and contacting any references and other employers pursuant to information that you have provided on your resume or elsewhere in your application, whereby Lincoln Electric may collect personal information about you from such third parties and/or disclose personal information contained in your application and resume to such persons for the purposes of assessing your suitability for a position with Lincoln Electric; (c) the use of your personal information for the purposes of establishing and managing the employment relationship (including creation of an employee file), if you are offered employment and become an employee of Lincoln Electric; and (d) the sharing of your personal information with Lincoln Electric’s service providers and affiliates in the United States and other countries for the purposes described above.

If you are not offered employment in connection with your application, we will retain your information and continue to use it for the purposes of considering you for other job opportunities that fit your skills and experience.

If you do not want to be considered for any other positions with us, or want to withdraw your application for employment, you can withdraw your consent to our continued collection, use and/or disclosure of your personal information, at any time, by contacting us as described below. Please note that we may still retain (but not use) your information for a certain period after receiving such notice if we are required to do so for compliance with our legal retention obligations, or as otherwise needed to protect or defend our legal interests where permitted by applicable law.

Human resources personnel and managerial staff of the Company who are responsible for hiring will have access to the information that you provide to us, which will be stored in Cleveland, Ohio.

You may contact the Company’s Director, HR Canada & Latin America at [jason\\_brisebois@lincolnelectric.com](mailto:jason_brisebois@lincolnelectric.com) to access or rectify your personal information, or if you have any questions or complaints about our collection, use or disclosure of your personal information. You may also contact us to ask questions about the collection, use, disclosure or storage of personal information by Lincoln Electric’s service providers and affiliates outside Canada, or to obtain access to written information about Lincoln Electric’s policies and practices with respect to such service providers and affiliates.

Please consult our Website Privacy Policy available at <https://www.lincolnelectric.com/en-us/company/legal/Pages/privacy-policy.aspx> for more details regarding our data processing in relation to the job application process.