

Languages: English, French, Dutch, German

FORMER EMPLOYEE PRIVACY POLICY



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Special Categories of Personal Data: Personal Information revealing race, ethnicity, political views, religion, health, sexual orientation, trade union membership, genetic or biometric data, information about criminal convictions and offenses, and other categories defined by law.

3 COLLECTION OF PERSONAL INFORMATION

3.1 What categories of Personal Information does Nikon collect?

Nikon collects the following categories of information from you and about you:

- recorded images;
- identification data (e.g., name, home address, private phone number, ...);
- national Register / Social Security Identification Number;
- personal information (e.g., age, sex, marital status, ...);
- education and training;
- occupation and employment history, and
- all other personal information you may have shared with us during the recruitment process.

3.2 How does Nikon collect Personal Information?

Nikon would have collected your Personal Information during the recruitment process and during your employment at Nikon in accordance with the Employee Privacy Policy. Nikon collects your Personal Information directly from you also, namely those information that you have voluntarily given to Nikon after the end of the employment, such as your new contact details.

4 PROCESSING OF YOUR PERSONAL INFORMATION

4.1 Purposes of and legal basis for the processing of your Personal Information

4.1.1 Current purposes and legal basis

Purposes <i>Nikon processes your Personal Information for the purposes of:</i>	Legal grounds <i>These data processing activities are necessary for:</i>
- complying with its legal obligations, including those under tax law and social security/ labor law	- Nikon's compliance with legal obligations
- managing the departure of Employees, including the follow-up of Nikon's administrative tasks pertaining to staff departures, severance payments, pensions, etc.	- Nikon's performance of the employment contract it has with its Employees
- monitoring compliance with regard to the surviving provisions of the contract, including non-competition clauses, confidentiality clause, intellectual property clauses, etc.	- Nikon's performance of the employment contract and its pursuit of the company's legitimate interests, namely the safeguarding of its position on the market, of its brand, and of its trade secrets

- implementing its alumni program	- Nikon's pursuit of the legitimate interest of building a community of Nikon Former Employees
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If you do not wish to be part of the Nikon alumni community, you have the right to object thereto free of charge and at any time by sending an e-mail to frederic.feller@nikon.com, expressing your objection.

4.1.2 Personal Information of relatives and emergency contact

During your employment at Nikon, we have collected from you information about your relatives (including your partner and any children) as well as your emergency contact person. Nikon erases these information from our data base after your departure.

4.1.3 Future purposes

If Nikon considers processing your Personal Information for other purposes than those mentioned under 4.1.1, Nikon will inform you thereof before it starts processing your Personal Information for the new purpose.

4.2 How long will your Personal Information be retained?

Your Personal Information will be retained for as long as necessary considering the purposes mentioned under 4.1.1 for which they have been collected (see above) and for maximum 5 years after you have left Nikon.

4.3 To whom will your Personal Information be disclosed?

For the purposes described above (see 4.1), Nikon may disclose your Personal Information to:

- Nikon's senior managers, HR managers, HR administration staff, IT administrators, facility management staff;
- social security institutions;
- public service bodies;
- insurers; and
- other Nikon entities.

Nikon requires that any External Parties to whom your Personal Information is disclosed and that processes your Personal Information provide the same level of privacy protection as that which Nikon provides.

By way of contract, we require data processors to process the data only in accordance with our instructions and to secure the data. These data processors must not use or disclose the information, except if such use or disclosure is authorized by Nikon and/or is made for the purpose of complying with legal requirements.

There are certain situations in which you will share Personal Information directly with service providers (e.g., pension providers) that are associated with Nikon or in which Nikon has no control over how your data is processed. In these situations, please ensure that you read and understand the privacy policies and practices of such service providers.

e-mail: international.team@ico.org.uk

Website: <https://ico.org.uk>

6 CHANGES TO THIS POLICY IN THE FUTURE

Nikon reserves the right to change this Policy at any time and as far as necessary to comply with the changes in the applicable laws, regulations, practices, and procedures, or to respond to new threats or new requirements imposed by data protection authorities.

7 ANY QUESTIONS?

If you, as a Nikon Former Employee, have questions about your Personal Information or the processing of your data, or if you have concerns about a potential data breach by Nikon, please email us at gdpr.nm@nikon.com.