

EMPLOYMENT PRIVACY NOTICE

雇佣隐私声明

Micron Employment Privacy Notice

Micron Technology, Inc. and its group companies (collectively “Micron”, “we”, “us” or “our”) are committed to conducting business with uncompromising integrity and professionalism, and this includes respecting your privacy and protecting your personal data.

In this Employment Privacy Notice (this “Notice”), we provide you with details about how we process your personal data during and after your work relationship with Micron - whether as a team member, contract worker, intern, trainee or apprentice. “Processing” means collecting, using, sharing, transferring and storing of your personal data.

It is important that you read and retain this Notice, as well as any other communications, policies, documents, or postings from Micron regarding your privacy that we may provide when we are processing your personal data.

We encourage you to contact us (see “How to Contact Us” below) if you have any questions or concerns. If you are working through an agency or contracting service, we encourage you to review that organization’s privacy policies and practices in addition to this Notice. This Notice normally would not apply to their processing of your personal data.

Last Updated: May 15, 2024

美光雇佣隐私声明

美光科技股份有限公司及其集团公司（统称为“美光”、“我们”或“我们的”）致力于以毫不妥协的诚信和专业精神来经营业务，包括尊重您的隐私并保护您的个人数据。

在本《雇佣隐私声明》（本“声明”）中，我们向您详细介绍了我们在您与美光的工作关系持续期间和结束之后如何处理您的个人数据，无论您是团队成员、合同工、实习生、培训师还是学徒。“处理”是指收集、使用、共享、传输和存储您的个人数据。

您务必阅读和保留本声明以及我们在处理您个人数据时可能提供的关于您隐私权的任何其他美光通信、政策、文档或帖子。

如果您有任何疑问或疑虑，欢迎联系我们（参见下面的“如何联系我们”）。如果您通过某中介机构或外包服务为我们工作，我们建议您查看相应组织的隐私政策和做法以及本声明。本声明通常不适用于其对您个人数据进行的处理。

最后更新日期：2024年5月15日

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1. SCOPE OF THIS EMPLOYMENT PRIVACY NOTICE

This Notice applies globally to all team members, interns, trainees, apprentices, independent contractors and contract workers (collectively “Employees”) whose personal data (defined in section 3 below) we may process during and after their work relationship with Micron.

This Notice describes how we process your personal data, whether collected by Micron or our agents, or provided by you, in connection with your work relationship with us.

This Notice does not create or form part of any contract for employment, whether permanent or temporary, or any other contract to provide services to or receive services from Micron. When we use the terms ‘employment’, ‘employee’, or ‘team member’ throughout this Notice, we do so for simplicity and in no way is such use intended to imply the existence, where there is none, of an employment relationship between you and Micron.

Please remember that our [Terms of Use](#), our Micron [Privacy Notice](#) and other policies and procedures, as applicable, may also govern your use of our products, networks, systems, applications, assets, services or websites.

1. 本雇佣隐私声明的范围

本声明在全球范围内适用于所有团队成员、实习生、培训生、学徒、独立承包商和合同工（统称为“员工”）。在他们与美光的工作关系持续期间和结束之后，我们可能会处理他们的个人数据（定义见下文第3节）。

本声明描述了我们如何处理您的、有关您与我们的工作关系的个人数据，无论是由美光或我们的中介收集的，还是由您提供的个人数据。

本声明不造成或构成任何长久或临时雇佣合同的组成部分，或任何其他旨在向美光提供服务或从美光接收服务的其他合同。本声明中使用的“雇佣”、“员工”或“团队成员”等词语，只是为了方便起见，绝不暗示您与美光之间存在实际上没有的雇佣关系。

请记住，美光 [《使用条款》](#)、[《美光隐私声明》](#) 和其他政策及程序在适用的情况下也管辖着您对美光的产品、网络、系统、应用程序、资产、服务或网站的使用。

2. YOUR RIGHTS AND PREFERENCES

Privacy and data laws in different countries and regions around the world give individuals certain rights in relation to their personal data. We conduct our global employment privacy practices according to this Notice, our [Applicant Privacy Notice](#) and the relevant laws of the countries or regions in which we interact with you.

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2. 您的权利和偏好

全球不同国家/地区的隐私和数据法律赋予了个人对其个人数据享有某些权利。我们根据本声明、我们的[《申请人隐私声明》](#)以及我们与您开展互动时所在国家/地区的相关法律来实施我们的全球雇佣隐私做法。

3. INFORMATION WE COLLECT ABOUT YOU

When used in this Notice, “personal data” means any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with an individual (“data subject”), and includes “personal data” or “personal information” as defined applicable data protection laws. Data that cannot be associated with you, such as aggregated or de-identified information, is not personal data. The chart below indicates the categories of personal data that Micron collects about you during and after your employment with Micron, the sources of personal data, Micron’s purposes of processing, the categories of third parties to whom we recently disclosed the data leading up to the effective date of this Notice, and how long we retain the categories of personal data in Micron systems.

Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Personal identifiers: Personal contact details such as name, title, address, date and place of birth, employee ID, telephone number and email address Bank account details, payroll records, and tax status information Driver’s license number, passport number, nationality/visa status, or related information Social Security number, national identification number, or other government-issued numbers	(a) Directly or indirectly from you (b) From third parties	(a) Business purposes (b) Administering payments and benefits (c) Security measures (d) Compliance	(a) Payroll services and benefits providers (b) Auditing and accounting firms (c) Professional services consultants (d) Vendors that assist with employment processes (e) Data analytics services (f) Security vendors (g) IT vendors (h) Customer service providers (i) Professional service providers, including external auditors	Permanent
Biometric information: fingerprints, retinal scans, facial scans	Directly from you	(a) Security measures	(a) Security vendors (b) IT vendors	3 years
Internet or other similar network activity: Information about your use of Micron computers, devices, systems and networks, email or other electronic communications	(a) Directly or indirectly from you	(a) Business purposes (b) Compliance (c) Security measures	(a) IT vendors (b) Security vendors (c) Customer service providers	2 years

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僱傭隱私聲明

Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Information collected through cookies and similar technologies when browsing our websites			(d) Professional service providers, including external auditors	
Geolocation data	(a) Directly or indirectly from you	(a) Security measures	(a) IT vendors (b) Security vendors (c) Customer service providers (d) Professional service providers	5 years
Sensory data: Audio, electronic, visual, thermal, olfactory, or similar information. Photographs, video conferencing recordings, CCTV recordings, telephone calls, communications over electronic channels and applications	(a) Directly or indirectly from you	(a) Business purposes (b) Security measures (c) Compliance	(a) IT vendors (b) Security vendors (c) Customer service providers (d) Professional service providers	2-5 years
Professional or employment-related information: Wages, salary, compensation, annual leave, retirement, work performance, disciplinary actions, grievances, and/or internal investigations, job titles, salary history, work history, working hours, holidays, absences, training records, professional memberships, board memberships, and other professional activities or roles. Information from publicly available social media or networking sites or applications, and from other electronic search services.	(a) Directly from you (b) From third parties	(a) Decisions related to employment (b) Business purposes (c) Security measures (d) Compliance	(a) Vendors that assist with employment processes	Permanent
Education records: Grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	(a) Directly from you	(a) Decisions related to employment (b) Business purposes (c) Compliance	(a) Vendors that assist with employment processes	Permanent
Inferences drawn from other personal data collected: Information about additional skills that our systems infer that you may have.	(a) Directly from you (b) From third parties	(a) Decisions related to employment (b) Business purposes	(a) Vendors that assist with employment processes	3 years
Sensitive personal data or “sensitive personal information” collected:	(a) Directly from you	(a) Business purposes	(a) Payroll services and benefits providers	Permanent

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Categories of personal data Micron collects	Sources	Purpose(s) of processing personal data	Categories of third parties to whom we disclose	Retention of personal data
Social security number, driver’s license, state identification card, government identification number or passport number Background check information Biometric information An account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account. Precise geolocation Racial or ethnic origin, religious, political or philosophical beliefs, or union membership The contents of mail, email, and text messages Children’s information Personal information collected and/or analyzed concerning health Personal information collected and/or analyzed concerning sexual orientation	(b) From third parties	(b) Administering payments and benefits (c) Security measures (d) Compliance	(b) Auditing and accounting firms (c) Professional services consultants (d) Vendors that assist with employment processes (e) Data analytics services (f) Security vendors (g) IT vendors (h) Professional service providers, including external auditors	

3. 我们收集的关于您的信息

本声明中使用的“个人数据”一词指的是任何能直接或间接地识别、关联、描述或能（或可能）直接或间接地合理关联至个人（“数据主体”）的信息，并且包括适用的数据保护法律中定义的“个人数据”或“个人信息”。个人数据不包括那些无法与您关联的数据，例如汇总的或去身份识别的信息。依据下表所指，美光在您供职美光期间和任期结束后所收集的与您相关的个人数据的类别；个人数据来源；美光处理个人数据的目的；在本声明生效之前，美光于近期向其披露数据的第三方的类别；以及我们在美光系统中存储各类别个人数据的时长。

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美光收集的个人数据的类别	资料来源	处理个人数据的目 的	我们向其披露数据的第 三方的类别	个人数据的保留
<p>个人标识符: 个人联系信息, 例如姓名、职位、地址、出生日期和出生地点、员工 ID、电话号码和电子邮件地址</p> <p>银行账户详情、工资单记录和税务状态信息</p> <p>驾照编号、护照编号、国籍/签证身份或相关信息</p> <p>社会保障编号、国民身份证编号或其他由政府签发的编号</p>	<p>(a) 直接或间接从您那里获得</p> <p>(b) 从第三方获得</p>	<p>(a) 业务用途</p> <p>(b) 管理付款和福利</p> <p>(c) 安全措施 (d) 合规性</p>	<p>(a) 工资服务和福利提供商</p> <p>(b) 审计和会计事务所</p> <p>(c) 专业服务顾问</p> <p>(d) 协助雇佣流程的供应商</p> <p>(e) 数据分析服务</p> <p>(f) 安全供应商</p> <p>(g) IT 供应商</p> <p>(h) 客户服务提供商</p> <p>(i) 专业服务提供商, 包括外部审计师</p>	永久
<p>生物识别信息: 指纹、视网膜扫描、面部扫描</p>	直接从您那里获得	(a) 安全措施	<p>(a) 安全供应商</p> <p>(b) IT 供应商</p>	3 年
<p>互联网或其他类似网络活动: 有关您使用美光计算机、设备、系统和网络、电子邮件或其他电子通信的信息</p> <p>浏览我们的网站时, 通过 Cookie 和类似技术收集的信息</p>	(a) 直接或间接从您那里获得	<p>(a) 业务用途</p> <p>(b) 合规性</p> <p>(c) 安全措施</p>	<p>(a) IT 供应商</p> <p>(b) 安全供应商</p> <p>(c) 客户服务提供商</p> <p>(d) 专业服务提供商, 包括外部审计师</p>	2 年
地理位置数据	(a) 直接或间接从您那里获得	(a) 安全措施	<p>(a) IT 供应商</p> <p>(b) 安全供应商</p> <p>(c) 客户服务提供商</p> <p>(d) 专业服务提供商</p>	5 年
<p>传感数据: 音频、电子、视觉、热像、嗅觉或类似信息。 照片、视频会议记录、闭路电视记录、电话、电子渠道通信和应用程序</p>	(a) 直接或间接从您那里获得	<p>(a) 业务用途</p> <p>(b) 安全措施</p> <p>(c) 合规性</p>	<p>(a) IT 供应商</p> <p>(b) 安全供应商</p> <p>(c) 客户服务提供商</p> <p>(d) 专业服务提供商</p>	2-5 年
<p>职业或雇佣相关信息: 工资、薪水、薪酬、年假、退休、工作绩效、纪律处分、申诉和/或内部调查、职称、薪资历史、工作履历、工作时数、假期、缺勤、培训记录、专业会员身份、董事会成员身份和其他专业活动或角色。</p> <p>可从社交媒体、交友网站或应用程序公开获得的信息, 或者从其他电子搜索服务商处收集的信息。</p>	<p>(a) 直接从您那里获得</p> <p>(b) 从第三方获得</p>	<p>(a) 与雇佣相关的决定</p> <p>(b) 业务用途</p> <p>(c) 安全措施</p> <p>(d) 合规性</p>	(a) 协助雇佣流程的供应商	永久
教育记录:	(a) 直接从您那里获得	(a) 与雇佣相关的决定	(a) 协助雇佣流程的供应商	永久

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美光收集的个人数据的类别	资料来源	处理个人数据的目 的	我们向其披露数据的第 三方的类别	个人数据 的保留
成绩、成绩单、班级名单、学生课程表、学生识别码、学生财务信息或学生纪律记录。		(b) 业务用途 (c) 合规性		
根据所收集的其他个人数据作出的推论： 我们的系统推测您可能拥有的其他技能的信息。	(a) 直接从您那里获得 (b) 从第三方获得	(a) 与雇佣相关的决定 (b) 业务用途	(a) 协助雇佣流程的供应商	3 年
所收集的敏感个人数据或“敏感个人信息”： 社会保障号码、驾照、国家身份证、政府身份证号码或护照号码 背景调查信息 生物识别信息 账户登录、金融账户、借记卡或信用卡号码，以及允许访问账户的任何必要的安全或访问代码、密码或凭证。 精准地理位置 种族或族群血统，宗教、政治或哲学信仰或工会会员身份 邮件、电子邮件和短信的内容 儿童信息 收集和/或分析的有关健康的个人信息 收集和/或分析的有关健康的个人信息	(a) 直接从您那里获得 (b) 从第三方获得	(a) 业务用途 (b) 管理付款和福利 (c) 安全措施 (c) 合规性	(a) 工资服务和福利提供商 (b) 审计和会计事务所 (c) 专业服务顾问 (d) 协助雇佣流程的供应商 (e) 数据分析服务 (f) 安全供应商 (g) IT 供应商 (h) 专业服务提供商，包括外部审计师	永久

4. HOW WE COLLECT YOUR PERSONAL DATA

We may collect personal data about Employees through the application and recruitment process, directly from candidates, from employment agencies, from employers of contractors, through screening services, and/or background-check providers. We may collect additional information from third parties including former employers, credit reference agencies, publicly available websites such as LinkedIn, or other sources that supply employment or identity verification services.

We may collect additional personal data in the course of job-related activities throughout the time period that you work with us or receive benefits from us. Such collection may occur by you

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directly providing us with your information or we may automatically collect information about you, such as through monitoring Micron computer and systems access and usage.

Individuals who are under the applicable legal age of employment in their geography should not supply any personal data to any Micron or affiliate website for the purposes of applying for, obtaining or maintaining a job, internship or apprenticeship/traineeship with Micron.

4. 我们如何收集您的个人数据

我们可能通过申请与招聘流程、直接从候选人、从猎头公司、从承包商雇主、通过筛查服务商和/或背景调查服务提供商收集与员工相关的个人数据。我们可能从第三方（包括前雇主、信用机构以及 LinkedIn 等公共网站或其他提供就业或身份认证服务的来源）收集其他信息。

您在美光工作期间或从美光获得福利期间，我们可能在岗位相关活动的过程中收集其他的个人数据。您可能直接向我们提供此类信息，或者我们可能自动收集关于您的信息（例如通过监控美光计算机和系统的访问和使用）。

未达到所在地区相应法定工作年龄的个人，不应为了申请、获得或维持与美光之间的工作、实习或学徒/培训关系而将任何个人数据提供给任何美光或附属公司网站。

5. HOW WE USE YOUR PERSONAL DATA

Purposes of Processing Personal Data

Unless we specifically disclose otherwise, you understand that Micron and third-party partners may use any of your collected personal data for the following legitimate and lawful purposes:

- **Decisions related to employment:**
 - ‘Professional or employment-related information’ may be used for reviewing your performance; evaluating your development as an Employee; setting your job duties and assessing our staffing needs; assessing your qualifications for other roles within the company or promotions; determining salary and compensation; preparing for grievance or other disciplinary procedures, including termination; or
 - dealing with legal disputes involving you or other Employees, including accidents at work.
- **Business Purposes:**
 - conducting data analytics studies to review and better understand employee demographics, performance, retention, and attrition rates;
 - communicating with you through chat, customer service and marketing channels;
 - ascertaining and fulfilling education, training, and development requirements and opportunities; or

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- ensuring the effective operation of our facilities, resources and systems, and enabling authorized access to these facilities, resources and systems by Employees.
- **Administering payments and benefits:**
 - making tax and other required deductions;
 - making decisions about salary and compensation; and
 - coordinating the provision of benefits.
- **Security measures:**
 - ensuring the physical safety of, and lack of threats to, our facilities, resources, Employees and other people interacting with Micron;
 - preventing fraud and securing our systems, data, resources, and facilities from unauthorized access or exploitation;
 - monitoring compliance with our IT policies- the level of monitoring of your use of company equipment and systems may vary depending on your location, applicable law, the type of relationship you have with us, and the type of work that you perform for Micron. We monitor and may restrict access to our systems, even when using personal devices (e.g., we monitor and may restrict access to certain websites when you access our guest WIFI/network or systems)
 - ensuring network and information security, including preventing unauthorized access to our computer and electronic communications systems, and preventing malicious software distribution; or
 - investigating theft and other illegal activities.
- **Compliance:**
 - verifying your identity and nationality;
 - ensuring that you are legally permitted to work;
 - conducting internal investigations; or
 - monitoring diversity in accordance with the applicable law.

5. 我们如何使用您的个人数据

处理个人数据的目的

除非我们另有明确披露，否则您理解美光及其第三方合作伙伴可能出于以下合法目的使用从您那里收集的任何个人数据：

- **与雇佣相关的决定：**
 - “专业或雇佣相关信息”可能用于评估您的绩效；评估您作为员工的发展；设定您的岗位职责以及评估我们的人员配置需求；评估您是否有资格担任公司内的其他职位或是否有资格晋升；确定工资和薪酬；为申诉或其他纪律程序（包括解雇）做准备；或
 - 处理涉及您或其他员工的法律纠纷，包括工伤事故。

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- **业务用途:**
 - 开展数据分析研究，以评估和更好地了解员工的人口统计信息、绩效、留任和流失率；
 - 通过聊天、客户服务和营销渠道与您沟通；
 - 确定和满足教育、培训和发展要求与机会；或者
 - 确保我们设施、资源和系统的有效运作，并使员工有权访问这些设施、资源和系统。
- **管理付款和福利:**
 - 做出扣税和其他必需的扣减；
 - 做出关于工资和薪酬的决定；以及
 - 协调福利提供事宜。
- **安全措施:**
 - 确保我们的设施、资源、员工和其他与美光互动之人的人身安全和不受威胁；
 - 防止欺诈，并使我们的系统、数据、资源和设施免遭未经授权的访问或利用；
 - 监控我们 IT 政策的遵守情况 - 您使用公司设备和系统时受监控水平可能因您的地点、适用法律、您与美光之间的关系类型以及您为美光实施工作的类型而有所差异。我们监控并可能限制对我们系统的访问，即使您使用个人设备时也不例外（例如：我们监控并可能限制您通过我们的访客 WIFI/网络或系统对某些网站的访问）。
 - 确保网络和信息安全，包括防止未经授权访问我们的计算机和电子通信系统，以及防止恶意软件传播；或
 - 调查盗窃或其他非法活动。
- **合规性:**
 - 验证您的身份和国籍；
 - 确保您已取得法律许可，有权工作；
 - 实施内部调查；或者
 - 根据适用的法律监控多元化。

6. DISCLOSURE OF YOUR PERSONAL DATA

We may disclose any personal data as described in this Notice to our affiliates, subsidiaries, and other Micron companies, as well as to third party service providers we use to support our business.

Through our contracts with our service providers, we strive to require that they only use personal data we share with them for the purposes for which we disclose it to them. The categories of service providers that we share information with and the services they provide are:

- **Payroll services and benefits providers** that assist us in calculating, handling, and disbursing your salary, benefits, and other compensation.

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- **Auditing and accounting firms** that assist us with the creation, maintenance and auditing of our financial and business records.
- **Professional services consultants** that perform analytics, assist with improving our business, provide legal services, or supply project-based resources and assistance.
- **Vendors** that assist with employment processes, customer service, and verifying compliance with Micron policies and applicable laws.
- **Data analytics services** that analyze data from internal and external sources and assist with various data trends to improve our Employee relationships and experiences.
- **Security vendors** that assist with security incident verification and response, service notifications, and fraud prevention.
- **IT vendors** that assist with system design, architecture and implementation, hosting and maintenance, data and software storage, and network operations.

We may also disclose personal data to other external parties when required by law or to protect Micron or other persons, as described in this Notice.

We may disclose personal data to a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, sale or other transfer of some or all of Micron's assets, in which personal data held by Micron about our Employees is among the assets transferred.

We may disclose de-identified or aggregated information without restriction.

6. 披露您的个人数据

我们可以根据本声明所述条款，将任何个人数据披露给我们的关联公司、子公司和其他美光旗下公司以及我们委托其支持我们业务的第三方服务提供商。

通过我们与服务提供商之间的合同，我们尽力要求他们只把从我们收到的个人数据用于我们披露给他们时的预定用途。我们向其分享信息的服务提供商以及他们提供的服务如下：

- 协助我们计算、处理和偿付您的工资、福利和其他报酬的**工资服务和福利提供商**。
- 帮助我们创建、维护和审计我们财务和业务记录的**审计与会计事务所**。
- 实施分析，帮助改善业务，提供法律服务或提供基于项目的资源和帮助的**专业服务顾问**。
- 协助雇佣流程、客户服务以及核实是否符合美光政策和适用法律的**供应商**。
- 从内部和外部来源分析数据，并帮助分析各种数据趋势以改进我们员工的关系与体验的**数据分析服务**。
- 在安全事件核实和响应、服务通知和欺诈防范方面提供帮助的**安全供应商**。
- 在系统设计、架构和实施、托管和维护、数据和软件存储以及网络运营方面提供协助的**IT 供应商**。

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我们还可能按照本声明的条款将个人数据披露给其他外部方，以满足法律的要求或者保护美光或其他个人。

如果部分或全部美光资产发生合并、分立、重组、重构、解散、出售或其他转让，导致美光持有的关于员工的个人数据也一并转让，则我们可能将个人数据披露给买方或其他继任者。

我们可以不受限制地披露去身份识别或汇总信息。

7. DATA SECURITY

We strive to implement measures to help safeguard your personal data from accidental loss and from unauthorized access, use, alteration, and disclosure. We use physical, administrative, and technical safeguards for these purposes. Depending on the data and system, these may include data minimization, aggregation, anonymization, cyber and logistics security, encryption, physical security, business continuity and disaster recovery, and risk management systems and processes.

7. 数据安全性

我们尽力实施各种措施以帮助保护您的个人数据免遭意外丢失和未经授权的访问、使用、篡改和披露。为此，我们使用物理、行政和技术防护措施。视数据和系统而定，这些措施可能包括数据缩小、汇总化、匿名化、网络和后勤安全、加密、物理安全、业务连续性和灾难复原以及风险管理系统和流程。

8. DATA RETENTION AND MANAGING YOUR DATA

Your personal data is retained for the duration of your time with Micron, plus a reasonable time period thereafter, and as necessary to fulfill our business purposes disclosed in this Notice. The specific duration of retention depends on many factors, including the record type, your relationship with Micron, and your location. Rights that may depend on the country or region in which you are resident are covered more extensively in our [Micron Privacy Notice](#) and under Sections 9 and 10 below. Our [Micron Privacy Notice](#) provides additional information on how we will respond to you if you exercise your data protection rights in accordance with applicable data protection laws.

With respect to your activities with Micron, the Micron affiliate that employs or appoints you is considered to be the “controller” of your personal data under applicable data privacy regulations. Other entities that we work with may also act as controllers of your personal data and you should contact them if you have any questions about how they use your personal data.

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8. 数据保留以及管理您的数据

在您与美光之间的工作关系存续期间以及之后的一段合理期间内，您必要的个人数据将得到保留，以便实现本声明所述的业务用途。具体的保留期限取决于许多因素，包括记录类型、您与美光之间的关系以及您的地点。视您所居住国家/地区而定的权利详见 [《美光隐私声明》](#) 和下文第 9 节和第 10 节。[《美光隐私声明》](#) 详细阐述了在您根据适用的数据保护法律行使数据保护权利时我们会如何回应您。

就您与美光之间的活动而言，聘用或任命您的美光附属公司被适用的数据隐私法规视为您个人数据的“控制方”。与我们协作的其他实体也可能作为您个人数据的控制方，并且如果您对他们如何使用您的个人数据有任何疑问，您应联系他们。

9. INTERNATIONAL DATA TRANSFERS AND THE DATA PRIVACY FRAMEWORK

We may transfer, process or store your personal data in countries or regions other than those in which you are located.

Where permitted by applicable law, Micron may transfer, process or store your personal data in any country or region where we have facilities, business operations, or engage service providers, or where the other recipients of personal data described in this Notice are located. By using our site or otherwise interacting with us, you acknowledge the transfer of your personal data to, and the processing and storage of your personal data in, countries outside of your country of residence or the point of collection.

Micron complies with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as set forth by the U.S. Department of Commerce. Micron has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF and from the United Kingdom (and Gibraltar) in reliance on the UK Extension to the EU-U.S. DPF. Micron has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF. If there is any conflict between the terms in this privacy policy and the EU-U.S. DPF Principles and/or the Swiss-U.S. DPF Principles, the Principles shall govern. To learn more about the Data Privacy Framework (DPF) program, and to view our certification, please visit [Data privacy framework website](#).

Some countries may have data protection laws that are different from the laws of your country. However, Micron has taken appropriate safeguards to require that your personal data remains protected in accordance with law when it is being transferred, processed and stored.

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The Micron U.S. entities and subsidiaries that adhere to the E.U.-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF) as well as the EU-U.S. DPF Principles and the Swiss-U.S. DPF Principles include: Authentia Services LLC; Elements Properties, LLC; Keystone Technology Solutions, LLC; Micron Consumer Products Group LLC; Micron Customs Brokerage Services, Inc.; Micron Federal Systems, LLC; Micron Idaho Semiconductor Manufacturing (Triton) LLC; Micron Lehi Development, LLC; Micron Memory Finance LLC; Micron New York Semiconductor Manufacturing LLC; Micron Semiconductor Asia, LLC; Micron Semiconductor Products, Inc.; Micron Semiconductor Receivables LLC; Micron Technology Asia Pacific, Inc.; Micron Technology Finance LLC; Micron Technology Foundation, Inc.; Micron Technology Services, Inc.; Micron Technology Utah, LLC; Micron Technology, Inc.; Micron Virginia Semiconductor Manufacturing LLC; Ovonyx, Inc.; S-Squared Insurance Company, Inc.; and Technology No. 3, LLC.

Accountability for Onward Transfers – Third Parties Who May Receive Personal Data. Micron uses third party service providers to assist us in providing services to individuals such as, helping with certain technical operations, transmission of data, and data storage services. These third parties may process or store personal data in the course of providing their services. Micron maintains contracts with these third parties restricting their access, use, and disclosure of personal data in compliance with our DPF obligations. To the extent provided by the DPF principles, Micron remains responsible and liable under the DPF if a third party that Micron engages to process personal data on its behalf does so in a manner inconsistent with the DPF Principles, unless Micron establishes it is not responsible for the action giving rise to the damage.

Questions or Complaints In compliance with the DPF Principles, Micron commits to resolve complaints about our collection or use of your personal data. Individuals with inquiries or complaints regarding our Privacy Notice should first contact us by using our “Contact Us” information provided below. You may also use the self-help tools we make available to you on our websites to learn more about your rights with respect to data transfers and to request access to, limit the use of, or limit the disclosure of, your personal data. If you make a request that involves personal data, you will need to provide certain authentication and verification information in order for us to respond to your request.

In compliance with the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF, Micron commits to cooperate and comply respectively with the advice of the panel established by the EU data protection authorities (DPAs) and the UK Information Commissioner’s Office (ICO) and the Swiss Federal Data Protection and Information Commissioner (FDPIC) with regard to unresolved complaints concerning our handling of human resources data received in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF in the context of the employment relationship.

The Federal Trade Commission has jurisdiction over Micron US operations’ compliance with the EU-U.S. Data Privacy Framework (EU-U.S. DPF) and the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF).

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Binding Arbitration. Under certain conditions, and as a last resort, it may be possible for you to invoke binding arbitration for complaints regarding DPF compliance not resolved by any of the other DPF mechanisms. For additional information, see the [U.S. Department of Commerce's Arbitration Procedures \(dataprivacyframework.gov\)](https://www.dataprivacyframework.gov). In the event and where necessary, if Micron does transfer personal data to a country outside of the EEA, EU, UK or Switzerland which is not considered 'adequate' by the European Commission ('Restricted Transfer'), Micron will ensure that it will put into place adequate protection for the transfer of such personal data. This includes data transfer mechanisms such as the EU Standard Contractual Clauses and the UK Standard Contractual Clauses for Restricted Transfers.

If you have specific questions about employment practices in your jurisdiction, please refer to the contact information for your jurisdiction listed in Section 10.

9. 国际数据传输和数据隐私框架

我们可能会在您所在国家或地区以外的国家或地区传输、处理或存储您的个人数据。

在适用法律允许的情况下，美光可能会在我们拥有设施、经营业务或雇用服务提供商所在的国家或地区或者本声明中所述个人数据的其他接收者所在的地点传输、处理或存储您的个人数据。使用我们的网站或以其他方式与我们互动，即表示您同意将您的个人数据传输到您所居住的国家/地区或信息收集点以外的国家/地区，并同意在这些国家/地区处理和存储您的个人数据。

美光遵守美国商务部制定的《欧盟-美国数据隐私框架》（以下简称“欧盟-美国” DPF）、“欧盟-美国” DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国” DPF）。美光已向美国商务部证明，在处理依据“欧盟-美国” DPF 从欧盟收到的个人数据，以及依据“欧盟-美国” DPF 的英国扩展条款从英国（和直布罗陀）收到的个人数据时，美光遵守《欧盟-美国数据隐私框架原则》（以下简称“欧盟-美国” DPF 原则）。美光已向美国商务部证明，在处理依据“瑞士-美国” DPF 从瑞士收到的个人数据时，美光遵守《瑞士-美国数据隐私框架原则》（以下简称“瑞士-美国” DPF 原则）。如果本隐私政策中的条款与“欧盟-美国” DPF 原则和/或“瑞士-美国” DPF 原则有任何冲突，应以《原则》为准。如需了解有关《数据隐私框架》(DPF) 计划的更多信息，并查看我们的认证，请访问 [数据隐私框架网站](#)。

一些国家/地区的数据保护法律可能与您所在国家/地区的法律有所不同。然而，美光已依法采取适当的保护措施来确保您的个人数据在传输、处理和存储时得到保护。

遵守《欧盟-美国数据隐私框架》（以下简称“欧盟-美国” DPF）、“欧盟-美国” DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国” DPF）以及“欧盟-美国” DPF 原则和“瑞士-美国” DPF 原则的美光美国实体和子公司包括：Authenta

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Services LLC、Elements Properties, LLC、Keystone Technology Solutions, LLC、Micron Consumer Products Group LLC、Micron Customs Brokerage Services, Inc.、Micron Federal Systems, LLC、Micron Idaho Semiconductor Manufacturing (Triton) LLC、Micron Lehi Development, LLC、Micron Memory Finance LLC、Micron New York Semiconductor Manufacturing LLC、Micron Semiconductor Asia, LLC、Micron Semiconductor Products, Inc.、Micron Semiconductor Receivables LLC、Micron Technology Asia Pacific, Inc.、Micron Technology Finance LLC、Micron Technology Foundation, Inc.、Micron Technology Services, Inc.、Micron Technology Utah, LLC、Micron Technology, Inc.、Micron Virginia Semiconductor Manufacturing LLC、Ovonyx, Inc.、S-Squared Insurance Company, Inc.和 Technology No. 3, LLC。

继续传输责任-可能接收个人数据的第三方。美光会聘请第三方服务提供商协助我们向个人提供服务，例如个别技术操作协助、数据传输和数据存储服务。此类第三方在提供相应服务的过程中可能会处理或存储个人数据。美光会与此类第三方签署协议，要求其遵守我们的 DPF 规定，限制其对个人数据的访问、使用和披露。在 DPF 原则规定的范围内，如果美光聘用的第三方在处理个人数据时的行为与 DPF 原则不符，则美光仍需根据 DPF 承担相应责任和义务，除非美光能够证明其对造成损害的行为不承担责任。

问题或投诉根据 DPF 原则，美光承诺解决与我们收集或使用您个人数据相关的投诉。如果您对我们的隐私声明有任何疑问或投诉，请首先通过下方提供的“联系我们”信息与我们联系。您也可以使用我们在网站上为您提供的自助工具，详细了解您在数据传输方面的权利，并请求访问、限制使用或限制披露您的个人数据。如果您提出涉及个人数据的请求，则将需要提供某些身份验证和校验信息，以便我们回应您的请求。

根据“欧盟-美国”DPF、“欧盟-美国”DPF 的英国扩展条款以及“瑞士-美国”DPF，美光承诺，就我们依据“欧盟-美国”DPF、“欧盟-美国”DPF 的英国扩展条款以及“瑞士-美国”DPF 处理与雇佣关系相关的人力资源数据的未决投诉案件，与欧盟数据保护机构 (DPA)、英国信息专员办公室 (ICO) 以及瑞士联邦数据保护和信息专员 (FDPIC) 成立的小组合作，并遵守其建议。

美国联邦贸易委员会对美光美国运营中对《欧盟-美国数据隐私框架》（以下简称“欧盟-美国”DPF）、“欧盟-美国”DPF 的英国扩展条款以及《瑞士-美国数据隐私框架》（以下简称“瑞士-美国”DPF）的遵守情况拥有管辖权。

具有约束力的仲裁。在某些情况下，作为最后手段，如果您对 DPF 合规性提出的投诉未能通过任何其他 DPF 机制得到解决，您可以提起具有约束力的仲裁。如需了解更多信息，请参阅[美国商务部的《仲裁流程》\(dataprivacyframework.gov\)](https://www.dataprivacyframework.gov)。在必要情况下，如果美光确实将个人数据传输至欧洲经济区、欧盟、英国或瑞士以外的国家/地区，而这些国家/地区未被欧盟委员会认定为“条件充分”（“受限传输”），则美光将确保其为此类个人数据的传输提供充分的保护。这包括数据传输机制，如欧盟标准合同条款和英国限制传输标准合同条款。

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如果您对于您所在司法辖区的雇佣做法有任何特定疑问，请使用第 10 节所列出的您所在司法辖区的联系信息。

10. ADDITIONAL COUNTRY OR REGIONAL PRIVACY CONSIDERATIONS

We operate in many different countries and regions. This Notice sets out the privacy principles and procedures we adhere to globally, but specific laws may apply to you based on the country or region in which you are located.

Micron has adopted a global approach on privacy with the intent of providing individuals with strong privacy protections regardless of where they reside. We recognize and implement high standards for privacy rights compliance on a global scale.

10. 其他国家/地区性隐私考量

我们在许多国家/地区运营。本声明载明了我们在全球范围内遵守的隐私原则和程序，但根据您身处的国家或地区，特定法律可能适用于您。

美光已以全球视角考虑隐私问题，旨在为居住在各地的个人提供强有力的隐私保护。我们在全球范围内接受并采用隐私权合规高标准。

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CHINA

中国

A. Controlling Law:

As a resident of China, during your interactions with us as an employee, the processing of your personal data will occur under the terms of this Notice, as modified or supplemented by these Chinese privacy terms which are intended to capture applicable privacy rules, including the Personal Information Protection Law (PIPL), the Cybersecurity Law and General Principles of The Civil Law.

A. 管辖法律:

作为中国居民，在您作为员工与我们互动期间，应按照本声明的条款处理您的个人数据，并依照旨在体现适用隐私规定（包括《个人信息保护法》(PIPL)、《网络安全法》和《民法通则》）的中国隐私条款加以修改或补充。

B. Sensitive Personal Information:

“Sensitive Personal Information,” as defined by PIPL, collected about individuals located in mainland China will only be processed within mainland China. Please refer to the chart in Section 3 of this Notice for more information about Employee Sensitive Personal Information.

B. 敏感个人信息:

根据 PIPL 的定义，在中国大陆收集的“敏感个人信息”仅在中国大陆境内处理。有关雇员敏感个人信息的更多详情，请参阅本声明第 3 节的图表。

C. Managing Your Data:

Micron will ensure that the personal data in its records is accurate and necessary for the purposes for which it was collected.

You have the right to request access to your personal data as processed by us and to have it corrected or deleted, unless Micron is legally required to retain it. You have also the right to restrict or object to our processing of your personal data and the right to obtain explanations of this Notice.

To exercise any of these rights, please use our [online form](#). Please note, we may request additional information from you, if necessary, to verify your identity or find your unique records in our systems.

We respect your right to privacy and will not take any negative actions against you for asserting your rights. If consent is required for us to process your personal data, you may withdraw or modify such consent at any time by contacting us.

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C. 管理您的数据：

美光将确保其记录的个人数据准确无误，并且对于收集目的而言确有必要。

您有权请求访问由我们处理的您的个人数据，有权要求我们更正或删除这些数据，除非美光需要依法保留这些数据。您还有权限制或反对我们处理您的个人数据，并有权获得关于本声明的解释。

如果要行使这些权利，请使用我们的[在线表单](#)。请注意，如有必要，我们可能会要求您提供更多信息，以验证您的身份或在我们的系统中查找您的唯一记录。

我们尊重您的隐私权，不会因您主张自身权利而对您采取任何负面行动。如果我们需要得到您的同意才能处理您的个人数据，您可以通过联系我们来随时撤销同意或修改您的意愿。

D. Contacting Micron's People Organization in China:

Micron, its affiliates, and its authorized third parties are the relevant data controllers of personal data. Third parties should be contacted directly. Micron and its affiliates may be contacted globally as indicated under "How to Contact Us" or at our regional Chinese operations located at: 18F, Building 1, 1535 Hong Mei Road, Xuhui District, Shanghai, P.R.China.

D. 联系在中国的美光人力部门：

美光及其附属公司和授权第三方是个人数据的相关数据控制方。您应直接联系第三方。您可以根据“如何联系我们”中所述的联系方式来联系美光及其附属公司，或者联系我们在中国区的运营地点：中国上海市徐汇区虹梅路 1535 号 1 号楼 18 层。

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11. CHANGES TO OUR NOTICE.

We may make changes to this Notice, our [Micron Privacy Notice](#), or any of our supporting privacy procedures to reflect our data processing activities. You can view the current Employment Privacy Notice at <https://www.micron.com/Privacy/employment-Privacy-Notice>.

11. 本声明的变更。

我们可能会更改本声明、[美光隐私声明](#)或我们的任何隐私支持程序，以反映我们的数据处理活动。您可以在 <https://www.micron.com/Privacy/employment-Privacy-Notice> 上查看最新的雇佣隐私声明。

12. HOW TO CONTACT US.

Please contact us if you have questions or comments about this Notice, our [Micron Privacy Notice](#), or privacy questions generally. We welcome your feedback and comments.

12. 如何联系我们。

如果您对本声明或[《美光隐私声明》](#)有任何疑问或意见，或者如果您有一般的隐私疑问，请联系我们。我们欢迎您提供反馈和意见。

A. Via Email. Contacting us by email at privacy@micron.com.

A. 通过电子邮件。 您可以发送电子邮件至 privacy@micron.com 联系我们。

B. Via Telephone. You may also contact us by telephone at +1-800-336-8915.

B. 通过电话。 通过电话。您可以拨打 +1-800-336-8915 联系我们。

C. Via Direct Mail. You may contact us by direct mail at:

Micron Technology, Inc.
Attn: Legal-Privacy
8000 South Federal Way
Post Office Box 6
Boise, Idaho 83707-0006, USA

C. 通过直接邮寄方式。 您可以通过直接邮寄至下列地址，与我们联系：

Micron Technology, Inc.
收件人：Legal-Privacy
8000 South Federal Way
Post Office Box 6

EMPLOYMENT PRIVACY NOTICE

雇佣隐私声明

Boise, Idaho 83707-0006, USA

- D. To Micron's People Organization:** You may also reach out to your local People organization contact, as identified in Section 10 above, for more information on our general employment policies and practices for your jurisdiction.
- D. 通过美光人力部门:** 您也可以联系上述第 10 节所述的当地人力部门联系人, 以详细了解我们在您所在司法辖区中的一般雇佣政策和做法。