

TUMI APPLICANT PRIVACY POLICY

Last Updated: December 22, 2022

Tumi, Inc. and its affiliated entities (together “**Tumi**”) value your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Policy (“**Policy**”) describes our practices in connection with all the information we collect through the careers website at which you are accessing this Policy (“**Careers Site**”), third party recruiters, agencies and recruiting platforms, e-mail or other direct contact methods, and offline in connection with your application for a job or internship with Tumi. Personal information submitted elsewhere on Tumi’s and its affiliates’ web sites will be used in accordance with our general online [US Privacy Policy](#) or our [Canadian Privacy Policy](#).

PERSONAL INFORMATION WE COLLECT

Information You Provide

We collect personal information from you in connection with your application, such as:

- Name, address, telephone number, e-mail address, and other contact information;
- Username and password;
- Work authorization status;
- CV, résumé, cover letter, previous work experience and education information;
- Skills;
- Professional and other work-related licenses, permits and certifications held;
- Information relating to references; and
- Any other information you elect to provide to us (e.g., employment preferences, willingness to relocate, current salary, desired salary, awards or professional memberships).

As discussed in the “Diversity” section below, in certain cases we will ask questions about race/ethnic origin, gender, and disability of our applicants, for monitoring equal opportunity. We can also inquire about criminal records. We will do so only where permitted by applicable law. Otherwise, we ask you avoid submitting information that may qualify as sensitive information under applicable law, except where such information is legally required. Sensitive information includes race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, veteran status, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings.

Any information you submit through the Careers Site must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party’s rights.

If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Information from Other Sources

In connection with your application (including for the purpose of background checks, if applicable), and as permitted by applicable law, Tumi obtains information about you from other sources:

Other sources include:

- Your references;
- Prior employers;
- Educational institutions you attended; and
- Third party recruiters, agencies and recruiting platforms.

USE OF INFORMATION

The information you submit on the Careers Site will be used for Tumi's personnel recruitment, management and planning purposes, as permitted by applicable law:

- To process your application;
- To assess your capabilities and qualifications for a job;
- To conduct reference checks;
- To respond to your inquiries and communicate with you about your application, and to send you information regarding the Careers Site and changes to our terms and policies;
- To comply with or monitor compliance with any applicable law or regulation;
- To conduct background checks if we offer you a position; and
- To conduct standard internal business activities, such as Tumi's administrative purposes, fraud prevention, risk management, security, reporting, internal training, and as generally required to conduct our business within Tumi.

The information about you will be added to Tumi's candidate database and can be retained and used to consider you for opportunities at Tumi other than the one(s) for which you apply. If you do not wish us to do this, please contact us at the address in the "*Contact Us*" section below.

If we hire you, personal information we collect in connection with your application can be incorporated into our human resources system and used to manage the new-hire process; any such information can become part of your employee file and used for other employment-related purposes.

Providing personal information to us through the Careers Site is voluntary. However, if you do not provide sufficient information, Tumi may be unable to consider your employment application or, if you are hired, your subsequent promotion, transfer or relocation. If we collect or process personal information based on your consent, you may withdraw your consent at any time.

DISCLOSURE AND TRANSFER OF INFORMATION

Tumi shares personal information with affiliates that are involved in evaluating candidates for a given position.

We will limit access to personal information to personnel with a business need to know the information for the purposes described in this Policy, including personnel in the recruiting, human resources and information technology departments, and in the department responsible for the position for which you are applying. This may include transferring personal information to other states, provinces, or countries.

Tumi also shares personal information with our third-party service providers to facilitate services they provide to us, including hosting and operating the Careers Site, recruiting assistance, and background check processing. This may include transferring personal information to other states, provinces, or countries.

In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your personal information.

OTHER USES AND DISCLOSURES OF INFORMATION

We also use and disclose your personal information as necessary or appropriate, especially when we have a legal obligation or legitimate interest to do so:

- To comply with applicable law.
- To respond to requests from public and government authorities.
- To cooperate with law enforcement, for example, when we receive law enforcement requests and orders.
- For other legal reasons, such as to enforce our terms and conditions and to protect our rights, privacy, safety or property, and/or that of you or others.
- In connection with a sale or business transaction, such as disclosing or transferring your personal information to a third party in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

COOKIES AND SIMILAR TECHNOLOGY

We and our service providers use “cookies” and similar technologies on the Careers Site. Please see our general online [US Privacy Policy](#) or our [Canadian Privacy Policy](#).

Individual requests

If you register on the Careers Site, you may access, review, and change your personal information stored therein by logging into the Careers Site and updating your account information. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you have already submitted for consideration for a specific position, please update your profile and resubmit your application for that position. We encourage you to promptly update your personal information if it changes or is inaccurate.

If you have any questions or concerns about how Tumi processes your personal information; if you would like to request access to, correct, or delete personal information about you, or request a portable copy of personal information about you; or would like to know the categories of personal information we collected about you, the categories of sources from which we collected such personal information, the business or commercial purpose for collecting personal information about you, and/or the categories of personal information about you that we disclosed and the categories of third parties to whom we disclosed such personal information (if applicable), please email privacy@samsonite.com. California residents may also make such requests by completing an online form available [here](#) or calling toll-free at 1-800-223-7267. We will respond to your request consistent with applicable law. We may need to request additional personal information from you, such as the application number assigned to you at the time of applying or the names of individuals with whom you interviewed, in order to verify your identity and protect against fraudulent requests. Please note that certain personal information may be exempt from such requests pursuant to applicable data protection laws or other laws and regulations.

We will not retaliate or discriminate against you for making these types of requests.

RETENTION

We will retain personal information for the period necessary to fulfil the purposes outlined in this Policy unless a longer retention period is required or permitted by law.

SECURITY

We seek to use reasonable organizational, technical and administrative measures to protect personal information within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us in accordance with the “*Contact Us*” section below.

Tumi hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliates and contractors for any personal information we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered or destroyed or not timely delivered to our Careers Site.

LINKS TO THIRD-PARTY WEBSITES

This Policy does not address, and we are not responsible for, the privacy, information or other practices of any third parties, including any third party operating any website or service to which the Careers Site links. The inclusion of a link on the Careers Site does not imply endorsement of the linked site or service by Tumi or our affiliates.

DIVERSITY

Tumi is an equal opportunity employer, which means we offer equal treatment to all applicants. Tumi does not discriminate, either directly or indirectly, on protected grounds: race, colour, sex, nationality, national origin, ethnic origin, age, disability, marital status, veteran status or in any area of recruitment.

LAW APPLICABLE TO JOB APPLICATION

The Careers Site may allow you to apply for jobs outside your country of residence, as a benefit of Tumi’s centralized global recruitment function. This Careers Site is operated from the United States. Accordingly, any personal information you submit to the Careers Site will be collected in the United States and will be subject to U.S. laws.

If we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in accordance with this Policy. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

ABOUT CHILDREN

The Careers Site is not intended for minors under the age of 18.

CURRENT PERSONNEL OF TUMI

If you currently work for Tumi, you must be eligible to apply for a different position within Tumi to use the Careers Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with an HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

CHANGES TO THE POLICY

We reserve the right to amend this Policy at any time in order to address future developments of Tumi, the Careers Site or changes in industry or legal trends. The “Last Updated” legend at the top of this Policy indicates when this Policy was last revised. Any changes will become effective when we post the revised Policy on the Careers Site.

CONTACT US

If you have questions or requests, please feel free to contact us at privacy@samsonite.com.

Because email communications are not always secure, please do not include sensitive information in your emails to us.

ADDITIONAL INFORMATION REGARDING CALIFORNIA

This California section applies to California residents and supplements the information provided above in the Policy.

Collection and Disclosure of personal information

The following chart details which categories of personal information we collect and process, as well as which categories of personal information we disclose to third parties for our operational business and hiring and recruitment purposes, including within the 12 months preceding the date this Policy was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , such as name, alias, postal address, unique personal identifiers, , email address, account name, online identifiers, and government-issued identifiers (e.g., Social Security number, driver’s license number)	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement;; third parties in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings) (“Corporate Transactions”)
Personal Information as defined in the California customer records law , such as name, contact information, signature, Social Security number, passport number; financial, education and employment information, physical characteristics or description	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; third parties in the context of Corporate Transactions
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as sex, age,	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT,

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
gender, race, disability, citizenship, military/veteran status, primary language, , and immigration status	and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; third parties in the context of Corporate Transactions
Commercial Information , such as travel expenses	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; business partners; third parties in the context of Corporate Transactions
Internet or network activity information , such as regarding our website or online application portal, timestamp information, and access and activity logs	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement;; third parties in the context of Corporate Transactions
Geolocation Data , such as device location, approximate location derived from IP address	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; third parties in the context of Corporate Transactions
Audio/Video Data . Audio, electronic, visual and similar information, such as photographs and call and video recordings	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement;; third parties in the context of Corporate Transactions
Employment Information . Professional or employment-related information, such as work history and prior employer, information from reference checks, work experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, and publicly accessible information posted on your professional social media accounts	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; third parties in the context of Corporate Transactions
Inferences drawn from any of the personal	Our affiliates; service providers that provide services

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
information listed above to create a profile about, for example, an individual's preferences, characteristics, predispositions, and abilities	such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement; third parties in the context of Corporate Transactions
Sensitive Personal Information. Personal information that reveals an individual's Social Security, driver's license, state identification card, or passport number; account log-in; racial or ethnic origin, citizenship, or immigration status	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement;; third parties in the context of Corporate Transactions

We do not “sell” or “share” your personal information, including your Sensitive personal information, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act. We have not engaged in such activities in the 12 months preceding the date this Policy was last updated. Without limiting the foregoing, we do not “sell” or “share” the personal information, including the Sensitive personal information, of minors under 16 years of age.

Sensitive Personal Information

We may use Sensitive personal information for purposes of performing services for our business, providing services as requested by you, and ensuring the security and integrity of our business, infrastructure, and the individuals we interact with. This includes, without limitation, receiving and processing your job application, evaluating your suitability for the position(s) you are applying for, conducting background checks, analyzing and monitoring diversity, making you an offer (subject to our discretion), fulfilling administrative functions, complying with law, legal process, or requests from governmental or regulatory authorities, and exercising or defending legal claims.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled “Individual Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.

ADDITIONAL INFORMATION REGARDING CANADA

The Sr. Manager, Data Privacy and Data Privacy Officer for Quebec is the data protection officer responsible for Canada, and may be contacted at: privacy@samsonite.com