

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: January 1, 2023

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通知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来自美光的任何其他通信、政策、文档或帖子。

如果您有任何疑问或顾虑，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，我们建议您查看该机构的隐私政策和做法以及本声明。本声明通常不适用于他们对您个人数据进行的处理。

最后更新日期：2023 年 1 月 1 日

1. SCOPE OF THIS EMPLOYMENT PRIVACY NOTICE

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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. 本雇佣隐私通知的范围

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。

本通知不造成或构成任何长久或临时雇佣合同的组成部分，或任何其它旨在向美光提供服务或从美光接收服务的其它合同。本通知中使用的“雇佣”、“员工”或“团队成员”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》](#) 和其他政策和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.

2. 您的权利和偏好

雇佣隐私声明

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《申请人隐私政策》以及我们与您互动所在的国家/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, de-identified or anonymized information (“Anonymous Information”), is not personal data.

We may process the following categories of personal data about you:

- **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 to verify and process payments.
 - Driver’s license number, passport number, nationality/visa status, or related information to verify your employment eligibility, provide travel arrangements or provide other services to you.
 - Social Security number, national identification number, or other government-issued numbers for tax purposes.
- **Protected Classifications and Sensitive Personal Data:**
 - Your marital status and dependents for tax and benefits administration purposes.
 - Information about disability, your race, ethnicity, religion, veteran’s status, or sexual orientation if you choose to provide on a strictly voluntary basis.
 - Information about your health, such as medical conditions and health and sickness records. This includes details of any absences (other than holidays) from work, including family leave and sick leave; information related to biological screenings or testing for controlled substances; information provided through health surveys and questionnaires, records related to administering and maintaining your healthcare and other benefits; and information about a condition needed for processing benefits when you leave Micron and the reason is related to your health.
 - Background checks (for select Employees in certain countries).
- **Biometric Information:**
 - We may collect biometric information about you, such as fingerprints, retinal scans, facial scans, etc.
- **Internet or Other Electronic Network Activity Information:**

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- We collect information about your use of Micron computers and networks, including your use of the internet and your email or other electronic communications when you are using company websites or systems, or company computers or other company-provided devices such as mobile phones or tablets.
- 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).
- Information collected through cookies and similar technologies when browse our website, subject to any consents or preference settings (see our Micron [Privacy Notice and Cookie Policy](#) for further information).
- Information about how Micron protects its digital intellectual property, trade secrets, and our systems and equipment monitoring policies and procedures, is available at micron.policytech.com.
- **Location Data:**
 - We may collect location data about you where it is relevant to the fulfillment of your employment duties at Micron.
 - We collect information regarding your access to and use of our facilities and systems (e.g. badges, login data, recordings, security devices).
 - We may collect data regarding your operation of company owned, issued or compensated devices (e.g. computers, mobile phones, motor vehicles).
- **Audio, electronic, visual, thermal, olfactory, or similar information:**
 - We may collect photographs of you for identity verification. Your image may be recorded on building security cameras or through video conferencing if you come to one of our locations or engage in video conferencing with us.
 - Your telephone calls, online meetings or other communications over electronic channels and applications may be monitored or recorded when accessing company resources (e.g., IT services), interacting with customers or members of the public.
 - We do not routinely collect any of your thermal, olfactory or similar biometric information, but reserve the right to do so for site security or if health and safety concerns require us to do so.
- **Professional or employment-related information:**
 - We collect information regarding your wages, salary, compensation, annual leave, retirement, work performance, disciplinary actions, grievances, and/or internal investigations.
 - We may also collect information regarding job titles, salary history, work history, working hours, holidays, absences, training records, professional memberships, board memberships, and other professional activities or roles.
 - We may collect information from publicly available social media or networking sites or applications, and from other electronic search services.

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- Your employment records include information you provided during the application process about the educational institutions you have attended or your level of education including educational records. We also collect and maintain information about any professional licenses you hold, certifications you receive, or additional education or training you undertake.

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、关联至、描述或能直接或间接地合理关联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关联至您的数据，例如汇总的、去身份识别的或匿名的信息（“匿名信息”）。

我们可能会处理以下类别的有关您的个人数据：

- **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。
 - 用于验证和处理付款的银行账户信息、工资单记录和税务状态信息。
 - 用于核实您雇佣资格或向您提供差旅安排或其他服务的驾照编号、护照编号、国籍/签证身份或相关信息。
 - 社会保障编号、国民身份证编号或其他由政府签发的税务编号。
- **受保护的类别和敏感个人数据：**
 - 与税务和福利管理目的相关的您的婚姻状况和受抚（赡）养人。
 - 有关残疾、您的种族、民族、宗教、退伍军人身份或性取向的信息（如果您选择在完全自愿的情况下提供）。
 - 关于您健康的信息，例如医疗状况和健康与疾病记录。这包括任何缺勤详情（节假日的休假除外），其中包括探亲休假和病假；与受控物质的生物筛查或检查相关的信息；通过与您医疗保健福利和其他福利的管理和维护相关的健康调查、问卷调查和记录提供的信息；当您由于与您个人健康相关的原因而从美光离职时处理福利所必需的病情相关信息。
 - 背景调查（对于某些国家/地区的员工）。
- **生物识别信息：**
 - 我们可能会收集您的生物识别信息，如指纹、视网膜扫描、脸部扫描等。
- **互联网或其他电子网络活动信息：**
 - 我们收集关于您对美光计算机和网络的使用情况的信息，包括您在使用公司网站、系统、公司计算机或公司提供的手机或平板电脑等其他设备时对互联网和电子邮件或其他电子通信方式的使用。
 - 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）。

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- 在获得任何同意或任何偏好设置的情况下，在浏览我们的网站时，会通过 Cookie 和类似技术收集信息（有关更多信息，请参见 [《美光隐私声明》](#) 和 [《Cookie 政策》](#)）。
- 可在 micron.policytech.com 了解美光如何保护自身的数字知识产权、商业秘密以及美光的系统与设备监控政策和程序。
- **位置数据：**
 - 我们可能收集与您履行美光职务相关的您的位置数据。
 - 我们收集关于您对我们的设施和系统的访问和使用情况的信息（例如员工牌、登录数据、记录、安全设备）。
 - 我们可能收集关于您对公司自有、发放或报销的设备（例如计算机、手机、机动车）的操作情况的数据。
- **音频、电子、视觉、热像、嗅觉或类似信息：**
 - 我们可能收集您的照片以便进行身份验证。当您来到我们的地点或参加我们的视频会议时，您的画像可能记录在建筑物安全监控摄像机或通过视频会议予以记录。
 - 当您访问公司资源（例如 IT 服务）、与客户互动或者与公众互动时，您的手机、在线会议或其他通过电子渠道和应用程序进行的通信可能受到监控或记录。
 - 我们通常不会收集任何您的热像、嗅觉或类似生物特征信息，但保留收集此类信息的权利，以便保障场地安全或消除健康与安全顾虑。
- **职业或雇佣相关信息：**
 - 我们收集关于您的工资、薪水、薪酬、年休假、退休、工作绩效、纪律处分、申诉和/或内部调查的信息。
 - 我们还可能收集关于职务名称、薪资历史、工作履历、工作小时数、假期、缺勤、培训记录、专业会员身份、董事会身份和其他专业活动或角色的信息。
 - 我们可能收集可从社交媒体、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信息。
 - 您的雇佣记录包括您在申请流程中提供的关于您曾就读的教育机构或教育水平（包括教育记录）的信息。我们还收集并维护与您持有的任何专业许可证、您获得的认证或者您接受的其他教育或培训相关的信息。

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.

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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 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

Unless we specifically disclose otherwise, you understand that we may use any of your collected personal data for any of the purposes described in this Notice (as permitted by applicable law), including:

- **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;
 - 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 and complying with health and safety obligations:**
 - 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;
 - 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.

We may also process your personal data for other purposes with your consent or at your direction, which consent you may withdraw or modify at any time by contacting us. Such purposes shall be specified from time to time to you.

5. 我们如何使用您的个人数据

除非我们另外专门告知您，否则您理解我们可能会使用任何所收集到的您的个人数据用于本声明所述的任何用途（在适用法律允许的范围内），这些用途包括：

- **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。
- **业务用途：**
 - 开展数据分析研究，以评估和更好了解员工的人口统计信息、绩效、留任和流失率；
 - 确定和满足教育、培训和发展要求与机会；或者

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- 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
 - 协调福利的提供。
- **安全措施以及履行健康与安全义务：**
 - 确保我们的设施、资源、员工和其他与美光互动的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；
 - 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。

我们还可能根据您同意或指定的其他用途处理您的个人数据。您可以随时通过联系我们来撤回或修改您的同意。您可以不时指定此类用途。

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.
- **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, including verifying compliance with Micron policies and applicable laws.

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- **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 Anonymous Information without restriction.

6. 披露您的个人数据

我们可以根据本通知所述条款，把任何个人数据披露给我们的附属公司、子公司和其他美光成员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（包括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**。

我们还可能按照本通知的条款把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，则我们可能把个人数据披露给买方或其他继任者。

雇佣隐私声明

我们可以不受限制地披露匿名信息。

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.

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，您的必要的个人数据将得到保留，以便实现本声明所述的业务目的。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。视您的居住国家/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。

雇佣隐私声明

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

Where permitted by applicable law, we may process your personal data in any country or region where we have facilities, business operations, affiliates, subsidiaries, or in which we engage service providers, and we may transfer your personal data amongst these countries, regions, and entities. Some countries may have data protection laws that are different from the laws of your country. 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.

Micron complies as a self-certifying entity with the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks, as described in our [Privacy Shield Policy](#), where you can find additional information regarding how Micron complies with the Privacy Shield Frameworks. However, Micron no longer relies on those Frameworks for its own transfers of personal data from the European Union (“EU”), the European Economic Area (“EEA”), the United Kingdom (“UK”), or Switzerland (“CH”) to jurisdictions that they have not recognized as having laws that provide an adequate level of protection. Instead, Micron relies on the legal mechanisms such as the European Commission approved Standard Contractual Clauses or your consent (in limited circumstances) for such transfers and for other transfers to jurisdictions that have not been recognized as having laws that provide adequate protection. For a copy of the Clauses, you may contact us as described below.

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

在适用法律允许的情况下，我们可能在我们设有设施、业务运营、附属公司、子公司或我们聘用服务提供商的任何国家/地区处理您的个人数据，并且我们可能在这些国家、地区和实体之间传输您的个人数据。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。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。

正如美光 [《隐私保护政策》](#) 所述，美光作为自认证实体遵守欧盟-美国隐私保护框架和瑞士-美国隐私保护框架，您可以在该政策中找到更多关于美光如何遵守隐私保护框架的信息。然而，在美光将个人数据从欧盟（“EU”）、欧洲经济区（“EEA”）、英国（“UK”）或瑞士（“CH”）传输至任何被认定为没有可提供充分隐私保护的法律的司法辖区时，美光不再依赖于这些框架，而是依赖于欧盟委员会批准的《标准合同条款》等法

雇佣隐私声明

律机制或您的同意（在少数情形下）。如需相关条款的副本，您可以按照下文所述方式联系我们。

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.

CHINA

Controlling Law:

As a resident of China, during your interactions with us as an Employee, the processing of your personal data is described in this Notice, which is intended to capture applicable privacy rules, including the Personal Information Protection Law, the Cybersecurity Law and General Principles of The Civil Law.

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.

SINGAPORE

Controlling Law:

As a resident of Singapore, during your interactions with us as an Employee, the processing of your personal data is described in this Notice, which is intended to capture applicable privacy rules, including the Personal Data Protection Act and its subsidiary legislations.

Contacting Micron's People Organization in Singapore:

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 Singapore operations located at:

雇佣隐私声明

Micron Semiconductor Asia Pte. Ltd.
Attention: Global People Services
1 North Coast Drive
Singapore 757432
Phone: +65 6637 0708

Micron Semiconductor Asia Operations Pte. Ltd.
Attention: Global People Services
1 North Coast Drive
Singapore 757432
Phone: +65 6637 0708

Micron Semiconductor Asia Pte. Ltd.
Attention: Singapore Data Protection Officer
1 North Coast Drive
Singapore 757432

Email: privacy_singapore@micron.com

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，但根据您所处的国家或地区，特定法律可能适用于您。

美光已以全球视角考虑隐私问题，旨在为个人提供强有力的隐私保护，无论他们居住在哪里。我们在全球范围内接受并采用隐私权合规高标准。

中国

管辖法律：

本声明描述了：作为中国居民，在您作为员工与我们互动期间，对您个人数据的处理。本声明旨在体现适用的隐私规则，包括《个人信息保护法》、《网络安全法》和《民法通则》。

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。

新加坡

雇佣隐私声明

管辖法律:

作为新加坡居民，在您与我们互动期间，将按照本声明的条款处理您的个人信息，并以旨在体现适用隐私规定（包括《个人数据保护法》及其附属法例）的新加坡隐私条款加以修改或补充。

美光及其附属公司和授权第三方是个人信息的相关数据控制方。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，或者联系我们位于新加坡区的运营地点：

收件人: (全球人力资源服务部)

1 North Coast Drive

Singapore 757432

电话: +65 6637 0708

Micron Semiconductor Asia Operations Pte. Ltd.

收件人: (全球人力资源服务部)

1 North Coast Drive

Singapore 757432

电话: +65 6637 0708

Micron Semiconductor Asia Pte. Ltd.

收件人: (新加坡数据保护官)

1 North Coast Drive

Singapore 757432

电子邮箱: privacy_singapore@micron.com

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. 本通知的变更。

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.

雇佣隐私声明

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.

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

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

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

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.

12. 如何联系我们。

如果您对本声明或[《美光隐私政策》](#)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. **通过电子邮件。**您可以发送电子邮件至 privacy@micron.com 联系我们。

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

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.（美光科技股份有限公司）
收件人：Legal-Privacy
8000 South Federal Way
Post Office Box 6
Boise, Idaho 83707-0006, USA

D. **联系美光人力部门：**您也可以联系上述第 10 节所述的当地人力组织联系人，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。