



Goodyear (Thailand) Public Company Limited
 50/9 Moo 3, Paholyothin Road KM 36,
 Klong Nueng Sub-District, Klong Luang District,
 Pathumthani 12120, Thailand.
 Registration No. 0107537001188
 Tel. +66 2909 8080

บริษัท กู๊ดเยียร์ (ประเทศไทย) จำกัด (มหาชน)
 50/9 หมู่ที่ 3 ถนนพหลโยธิน ก.ม. 36
 ตำบลคลองหนึ่ง อำเภอคลองหลวง
 จังหวัดปทุมธานี 12120
 ทะเบียนเลขที่ 0107537001188
 โทรศัพท์ 0 2909 8080

PRIVACY POLICY FOR CANDIDATES GOODYEAR (THAILAND) PUBLIC COMPANY LIMITED

We, Goodyear (Thailand) Public Company Limited (the “**Company**,” “**we**,” “**us**,” “**our**,” or “**ours**”), values your right in respect to your Personal Data, and we are committed to the responsible collection, use, and disclosure (“**process**” or “**processing**”) of your Personal Data. We have adopted this Privacy Policy (“**Privacy Policy**”) to explain the Processing of your Personal Data under Thailand’s Personal Data Protection Act B.E. 2562 (2019) (“**PDPA**”).

The Company recommends you read and understand this Policy where it relates to you. The content of this Privacy Policy is as follows.

1. Application of this Privacy Policy

This Privacy Policy applies to you if you are a candidate applying for a job in the Company or applying to be our trainee or intern (“**Candidate**”), as well as any persons, which are relevant to the Candidates, such as relatives, spouse, family members, or emergency contact persons (“**Associated Person**”).

2. Key Definitions

“**Personal Data**” means any information relating to a natural person that enables such person to be identified, whether directly or indirectly, but not including the information of a deceased person in particular.

“**Sensitive Personal Data**” means any Personal Data as described in Section 26 of the PDPA, as amended from time to time, as well as any other applicable laws and regulations, which includes Personal Data pertaining to race, ethnicity, political, religious, or philosophical beliefs, sexual behavior, criminal records, health data, disability, labor union, genetic data, biometric data, or any other data that may similarly affect data subjects.

“**PDPA**” means the Personal Data Protection Act B.E. 2562 (2019), as amended from time to time, as well as any subordinate laws issued by virtue of the PDPA.

“**PDPC**” means the Personal Data Protection Commission.

3. The Types of Personal Data that We Process

In general, the Company will collect and process the following types of the Personal Data:

Types of Personal Data	Example of the Personal Data
Identification and contact information	Full name, date of birth, address, office telephone number, mobile phone number, email address, place of work, employment status, occupation, work position, identification card number, passport number, photographs
Information about your qualifications and work experience	Your educational background, work experience, previous job resignation(s), and any information that appears on your School/University Certificates, certificates of academic or language competence, professional license(s), and other certificates and references.



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Types of Personal Data	Example of the Personal Data
<p>Personal information that appears on your job application</p>	<p>All Personal Data which is indicated in your job application, including, but not limited to, your name and surname, home phone number, mobile phone number, email address, educational background, work experience, previous positions and workplaces, special qualifications, photographs, gender, weight, height, current address, information about training, seminars, and activities that you attended, skills, and other Personal Data that appears on your job application</p>
<p>Personal Data of Associated Persons</p>	<p>Full name, address, email address, mobile phone numbers, or other information of your previous supervisor, parents, children, persons to contact in case of emergency, and/or any other persons, etc.</p>
<p>Information collected when you visit</p>	<p>Voice records, images, and motions collected via the installed CCTV when you enter our premises.</p>
<p>Sensitive Personal Data</p>	<p>Your health information and criminal record, which are necessary for the Company’s consideration before entering into a contract with you, for the assessment of your fitness for work.</p> <p>In the case where the Company collects a copy of Thai identification card, which contains religion and/or blood type data, which are considered as Sensitive Personal Data under the PDPA.</p> <p>In this regard, the Company does not have an intention to collect or process such Sensitive Personal Data, which is appeared on the copy of my national identification card, i.e., religion and/or blood type. Therefore, unless the copy of the Thai identification card is to be passed to local authority (ies) as required by law or such authority (ies), the Company requires you to omit, blind or cross out the information about my religion and/or blood type, before surrendering/ providing a copy of the Thai identification card to the Company.</p> <p>In the case where the full copy of the Thai identification card is collected, whereby the Sensitive Personal Data still appears on such Thai identification card, the Company may, at any time, blind or cross out the information about my religion and/or blood type from such document in order to comply with the PDPA that requires the Company to collect personal data to the extent that is necessary and relevant for its business operations.</p>



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Types of Personal Data	Example of the Personal Data
Information as required by law	Any information required by the applicable laws, which the Company shall comply with.
Legal claim related information	Any information, which may be necessary for the Company to establish, exercise, comply, or defense any legal claims

In the case where the Company will collect the Personal Data other than those proscribed in this Privacy Policy, the Company will inform you about the collection or the processing of the Personal Data and may request for your consent (if required), in accordance with the conditions prescribed by the PDPA.

4. The Collection of your Personal Data

In general, the Company will collect the Personal Data directly from you during job application process through email, in person, phone calls/

The company may also collect your Personal Data from other sources, such as the hospital where you undertake a health examination, recruitment agencies, or the recruitment platforms.

In the case you provide the Personal Data of any other persons to us, you warrant that you have informed such person about the processing of his/her Personal Data by the Company as explained in this Privacy Policy. In addition, if the consent for the processing of the Personal Data is required, you agree to assist the Company in obtaining the valid and enforceable consent from such person in accordance with the requirements prescribed in the PDPA.

5. Purposes for Processing your Personal Data

In general, we will process your Personal Data for the following purposes:

Purposes	Details
To proceed with your request to apply for a position with the Company	<p>The Company will need to process your Personal Data for recruitment and job application consideration purposes.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Contractual Necessity (In the case you approach to apply for a job in the Company, and the Company



Purposes	Details
	<p>needs to process your Personal Data to proceed with your request to apply for a job)</p> <ul style="list-style-type: none"> • Legitimate interest (In the case the Company initiate the recruitment process, and your Personal Data is processed for such purpose) <p>Remark: If you do not provide any Personal Data that is necessary for entering into a contract, we may not be able to enter into a contract with you.</p>
<p>To conduct internal process for the recruitment.</p> <p>For example,</p> <ul style="list-style-type: none"> • Prepare and arrange the profile for each candidate; • Arrange for interviews and necessary testing; • Assess and determine qualification, suitability and eligibility of the candidate for employment with Goodyear; and • Make a decision regarding the acceptance or refusal of the candidate. 	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest
<p>To communicate with the Candidates.</p> <p>For example, contact and update the candidate an information on the status of job application</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest
<p>To Arrange for the health/medical examination</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Sensitive Personal Data (i.e., health data) <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing of the Sensitive Personal Data)
<p>To arrange for the criminal record background check</p>	<p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Sensitive Personal Data (i.e., criminal record) <p><u>Lawful basis</u></p>



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Purposes	Details
	<ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing of the Sensitive Personal Data)
<p>To ensure safety at our branches, premises, or other properties of the Company</p>	<p>In order to ensure safety at our branches, premises, or other properties of the Company, as well as life and body of our employees, contractors, customers, and any visitors, including you, the Company has installed CCTV cameras around our premises, whereby your pictures, videos, and sound may be recorded when you visit such locations.</p> <p>In addition, when you visit our office, factories, or premises, you may be required to identify yourself before entering our buildings.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information collected when you visit • Sensitive Personal Data, i.e., religion and/or blood type data in the Thai identification card (if required) <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> • Legitimate interest (for the processing of the general Personal Data) • Explicit consent (for the processing Sensitive Personal Data) <p><u>Remark:</u> If your copy of Thai ID card is required when accessing our premises, the Company will request for your consent at that time, unless the consent is not required by law.</p>
<p>To negotiate, plan, or undertake necessary activities in relation to restructuring of the business</p>	<p>The Company may negotiate, plan, or undertake necessary activities in relation to restructuring of the business, as well as entering into such transactions as business acquisition, merger, and sale of any part of the business.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> • Identification and contact information • Information about your qualifications and work experience • Personal information that appears on your job application • Personal Data of Associated Persons

Purposes	Details
	<ul style="list-style-type: none"> Any other information, which may be necessary for the Company to achieve this purpose. <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> Legitimate interest (for the processing of the general Personal Data) Legal obligation (if any) <p><u>Remark:</u> If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>
<p>To comply with laws</p>	<p>The Company may be required to process your Personal Data for complying laws, regulations, orders, notifications, or other rules issued by authorities. For example, complying with the PDPA by fulfilling your requests in respect to your Personal Data.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> Information as required by law <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> Legal obligation <p><u>Remark:</u> If you do not provide any Personal Data that is necessary for compliance with the law, which is applicable to us, we and/or you may be unable to comply with the laws, and that may affect the necessary processing of your Personal Data as well as may result in the violation of applicable law.</p>
<p>To establish, exercise, comply or defend legal claims</p>	<p>Your Personal Data may be processed as part of the establishment, exercising, compliance or defense of legal claims.</p> <p><u>Types of Personal Data Processed</u></p> <ul style="list-style-type: none"> Legal claim related information <p><u>Lawful basis</u></p> <ul style="list-style-type: none"> Establishment of claims

6. Disclosure of Your Personal Data

In processing Personal Data for the above purposes, it may be necessary for us to disclose your Personal Data to third parties, as follows:



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- (a) to any of the Company's affiliates or group companies, both within and outside Thailand, for the purpose of internal management and administration work, and for other purposes as identified in this Privacy Policy;
- (b) to third party vendors who provide services to the Company, including hospitals, recruitment agencies, and etc.;
- (c) to any competent regulatory, prosecuting, tax or governmental agencies, courts or other tribunals in any jurisdiction, including, without limitation to the Office of the Personal Data Protection Commission;
- (d) to general counsels, advisors, auditors, and other experts such as legal counsel;
- (e) to any other person to whom you give consent for the collection of your Personal Data from us
- (f) to third parties in connection with a change of ownership in the Company, or any of its assets or properties; and
- (g) to any other persons or entities to whom the Company is required to make disclosure by applicable law, or whom the Company is permitted by you or your organization to disclose your Personal Data.

7. The Cross-Border Transfer of The Personal Data

The Company regularly transfers, discloses, and give access of your Personal Data to its affiliates and group companies, and in certain circumstances, to third parties (e.g., service providers), located outside Thailand, for the processing of the Personal Data as specified in this Privacy Policy, e.g., for our internal management of data and operation of the business. The destination countries may have different data protection standards to those prescribed by the data protection authority in Thailand.

Notwithstanding that, the Company will ensure that it will protect your Personal Data by implementing adequate personal data protection standards for the transfer of your Personal Data outside Thailand, as prescribed under the PDPA.

8. Retention of the Personal Data

The Company retains your Personal Data for as long as it is necessary to fulfil the purposes for the processing of Personal Data, as described above. However, in general, the Company will retain your Personal Data for ten (10) years after the end of the recruitment process, or our last communication.

In the case you are selected to be our employee, trainee, or intern, the retention of your Personal Data will be in accordance with the Privacy Policy for employees, which will be provided to you when you enter into the employment agreement with us or in the onboarding process.

We may retain your Personal Data longer than the above period, only as otherwise permitted or specified by the applicable law.



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9. Your Rights to Personal Data

You have the following rights with respect to your Personal Data:

- (a) To withdraw your consent, or to request a change to the scope of your consent;
- (b) To request that we confirm to you whether we have in possession any Personal Data that is related to you, to access or to obtain a copy of any such Personal Data, to request information about how we have processed or are processing your Personal Data, and to request that we disclose the source(s) of your Personal Data which has been obtained without your consent;
- (c) To request that we correct any Personal Data that is related to you;
- (d) In certain circumstances, to request that we delete or destroy your Personal Data;
- (e) In certain circumstances, to request to object the processing of your Personal Data;
- (f) In certain circumstances, to request that we transfer your Personal Data; and
- (g) In certain circumstances, to request suspension of the processing of your Personal Data.

We reserve the right not to comply with your request if this is appropriate, and as permitted by the applicable law.

In addition to the rights above, you have the right to file a complaint in relation to our processing of your Personal Data with the expert committee, in accordance with the procedures set out in the PDPA.

As far as permitted by the applicable law and regulations, we may be entitled to charge reasonable expenses incurred in respect to handling any of the above requests.

10. Contact Goodyear

If you have any inquiries in relation to your Personal Data, or you would like to exercise any of your Data Subject Rights, you may contact us at:

Goodyear (Thailand) Public Company Limited
50/9 Moo 3 Paholyothin Rd. (KM. 36), Tumbol Klongnueng,
Amphur Klongluang, Pathumthani 12120

Tel: +66 (0) 2909 8080

Email Address: gyth_dpo@goodyear.com

11. Changes to this Privacy Policy

The Company reserve the right to amend, change, or update this Privacy Policy from time to time. In the event that the amendment, change, or update will affect the purposes for which your Personal Data has originally been collected, the Company will notify you about such changes, and obtain your consent (if required by law), prior to such changes becoming effective.

Version: 1/2022

Latest update: May 25, 2022