

Global Fortive Recruitment Privacy Notice

PRIVACY NOTICE LAST UPDATED: 21 July 2026

THIS PRIVACY NOTICE APPLIES TO THE WAY FORTIVE AND ITS AFFILIATED OPERATING COMPANIES HANDLE OR PROCESS YOUR PERSONAL INFORMATION IN THE CONTEXT OF A JOB APPLICATION THAT YOU (“YOU” OR “APPLICANT”) SUBMIT TO US, PROVIDED:

- (A) YOU ARE A CALIFORNIA RESIDENT AND OUR COLLECTION OR USE OF YOUR PERSONAL DATA IS GOVERNED BY THE CALIFORNIA CONSUMER PRIVACY ACT (CCPA), OR
- (B) YOU ARE RESIDENT IN ANOTHER US STATE OR COUNTRY WHOSE LAWS REQUIRE US TO PROVIDE YOU WITH A PRIVACY NOTICE OR ALLOW YOU TO EXERCISE PRIVACY RIGHTS OVER YOUR PERSONAL INFORMATION.

THIS PRIVACY NOTICE DOES NOT APPLY TO RESIDENTS OF THE EUROPEAN ECONOMIC AREA, UNITED KINGDOM, SWITZERLAND, BRAZIL, JAPAN, AND CHINA. RESIDENTS OF THESE COUNTRIES/REGIONS SHOULD CONSULT OUR RELEVANT PRIVACY NOTICE [HERE](#).

IF YOU ARE RESIDENT IN A US STATE OR COUNTRY TO WHICH NONE OF THE ABOVE APPLY, WE MAY EXTEND THE PRIVACY RIGHTS SET OUT IN THIS PRIVACY NOTICE TO YOU AT OUR DISCRETION.

THIS PRIVACY NOTICE SUPPLEMENTS OTHER PRIVACY NOTICES YOU MAY RECEIVE IN CONNECTION WITH YOUR RELATIONSHIP WITH US. PLEASE READ IT CAREFULLY BECAUSE IT PROVIDES IMPORTANT INFORMATION AND EXPLAINS YOUR RIGHTS.

IF YOU HAVE ANY QUESTIONS OR CONCERNS, OR WISH TO EXERCISE YOUR PRIVACY RIGHTS, WE INVITE YOU TO CONTACT US BY ANY OF THE METHODS LISTED AT THE BOTTOM OF THIS PRIVACY NOTICE.

Who are we?

We are Fortive Corporation of 6920 Seaway Blvd., Everett, WA 98203 (“we”, “us”, “our”).

This Privacy Notice explains how we use the Personal Information we maintain about current and/or former Applicants, and the rights current or former Applicants, employees, workers or contractors may have in relation to that Personal Information.

This Notice applies to you because you are applying for work with us (whether as an external current or former Applicant, employee, worker or contractor). It makes you aware of how and why your Personal Information will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under Applicable Data Protection Law.

We may use your Personal Information jointly with our affiliated operating companies worldwide. An updated list of these operating companies is available [here](#). We and our operating companies publish similar Privacy Notices and as explained below, together we will provide you full details on where your Personal Information is located and how it is processed.

Data Protection Principles

We will comply with Applicable Data Protection Law and related principles, which means that your Personal Information will be:

- Used lawfully, fairly and in a transparent way;
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes;
- Relevant to the purposes we have told you about and limited only to those purposes;
- Accurate and kept up to date;
- Kept only as long as necessary for the purposes we have told you about; and,
- Kept securely.

What does this Privacy Notice cover?

We take your privacy seriously. This Applicant Privacy Notice:

- sets out the types of Personal Information that we collect about Applicants;
- explains the categories of sources of Personal Information we collect about Applicants;
- explains how and why we collect and use Applicant Personal Information;
- explains the categories of other entities to which we disclose Applicant Personal Information and the categories of such Personal Information;
- explains how long we keep your Personal Information for;
- explains when, why and with who we will share your Personal Information;
- explains the effect of refusing to provide the Personal Information requested;
- explains where we store your Personal Information (and whether we transfer your Personal Information outside of your country of residence (if relevant));
- explains the different rights and choices available regarding your Personal Information; and
- explains how Applicants can contact us to exercise their rights.

CCPA Notice at Collection - What categories of Applicant Personal Information do we collect?

It is routine for us to collect, process, and store Personal Information about Applicants.

Personal Information means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household. It does not include deidentified or aggregate information, or information that is publicly available, such as in governmental records, or that the consumer made available to the general public. We collect the following categories of Personal Information about Applicants:

- **Personal identifiers:** name, alias, contact details (including without limitation address, email address, telephone and/or mobile phone number), IP address;
- **Protected class information:** classifications protected under state or federal Equal Employment Opportunity laws (such as race, ethnicity, national origin and other diversity data (for the U.S. only); disability status (U.S. for reporting purposes only);
- **Professional information:** records of your work history (including internal and external work history and references), previous employers, positions, and work experience professional licenses, certificates or other qualifications, employment references, or referrals;

- **Educational information:** education history such as highest level of education, the schools you attended, degrees, certificates, or other educational qualifications you earned, trade school records, certificates obtained;
- **Inferences:** we may generate inferences or predictions about recruits and job applicants, and their abilities, interests, or preferences based on the other personal information we collect and the interactions we have with them;
- **Biometric information:** if you accept an offer, we may collect facial imagery or faceprints used to verify your identity;
- **Other Application and Interview Information:** any Personal Information you choose to share with us in an interview or application, CV, resume, covering letter or e-mail or other supporting documentation;
- **Sign-In and Device Information:** such as technical details about your visits to our online services contained in log files or analytics data relating to their usage and activity on our online services. For more information, please refer to the general [CCPA Privacy Notice](#) on our website. The Privacy Notice governs our use of Personal Information collected from our website visitors. If there is any conflict between our website Privacy Notice and this Applicant Privacy Notice, this Applicant Privacy Notice will govern with respect to our use of Personal Information in connection with recruiting and job applications.

CCPA Notice at Collection- What are the purposes for our collection of Applicant Personal Information?

We use Applicant Personal Information to:

- identify you as a potential candidate and evaluate your application for employment;
- determine your eligibility for a position and suitability with the company, including processing your application for the potential position or other opportunities with us;
- assess your fit with us or for a specific role;
- verify the Personal Information provided to us in connection with their application or received from other sources;
- conduct job interviews;
- communicate with you about the status of your application or other opportunities with us that may be of interest to them;
- comply with applicable law, including those related anti-discrimination laws, rule, regulation, legal proceeding and government investigations; and
- keep records related to our hiring process.

CCPA Notice at Collection- Do we sell Applicant Personal Information or share Applicant Personal Information for purposes of cross-context behavioural advertising?

We disclose Applicant Personal Information to our affiliated operating companies in a manner that may constitute a sale of Personal Information under the CCPA. We provide our affiliated operating companies with Applicant Personal Information so that they can select candidates for new job openings within our Group of Companies. The categories of Applicant Personal Information we disclose in this regard are as follows:

- Personal identifiers: name, postal address, email address, phone numbers, Social Security number, driver's license number or passport information, IP address;
- Professional information: records of your work history (including internal and external work history and references); and
- Education information: education history; trade school records; certificates obtained.

When we engage in digital advertising, we sell the following categories of Personal Information (according to the broad definition of the word “sell” under certain US state laws) and share them for purposes of cross-context behavioral advertising: personal identifiers (including IP address and online identifiers) and internet or other electronic activity information.

These categories of Personal Information are sold to or shared for cross-context behavioral advertising with companies that perform digital advertising on our behalf. We engage in such sales and sharing to facilitate digital advertising that is able to reach people that are most likely to be interested in our employment opportunities. We do so by allowing third parties to place cookies or other trackers on our websites that may collect information about your online activities over time and across different websites or applications.

To opt out of the sale and sharing of your Applicant Personal Information through the use of third-party cookies or trackers, please make a request [here](#).

CCPA Notice at Collection – Retention of Applicant Personal Information

We retain Applicant Personal Information for as long as is reasonably necessary for the purposes set out in this Privacy Notice and to comply with our legal obligations under applicable local, state, and federal laws.

In general, we retain Applicant Personal Information for a period of 3 years from the date it is created or received, unless we hire the Applicant. In the event we hire an Applicant, most Personal Information collected about the Applicant in the recruiting process becomes part of that person’s employee personnel file and is subject to data retention schedules applicable thereto. To the extent that Biometric data is collected to verify identity following an offer, this data is permanently deleted after the verification is completed and does not become part of that person’s employee personnel file.

CCPA Notice at Collection- What criteria do we use to determine how long we retain each category of Applicant Personal Information?

We retain Applicant Personal Information for as long as is reasonably necessary to fulfil the purposes for which for which it was collected. However, if necessary, we may retain Personal Information for longer periods of time, until set retention periods and deadlines expire, for instance where we are required to do so in accordance with legal requirements set by a legislature, regulator, or other government authority.

We retain your Personal Information so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your Personal Information in accordance with our data retention policy.

If we wish to retain your Personal Information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.

Do we collect or process Applicant Sensitive Personal Information for the purpose of inferring characteristics about Applicants?

We do not collect or process Applicant Sensitive Personal Information to infer characteristics about Applicants or in any other way other than as part of the evaluation of candidates and to comply with our legal obligations.

What are the categories of sources from which we collect Applicant Personal Information?

We collect Applicant Personal Information from you directly; when you apply for a position with us; from job references you provide to us; from recruiters or other third parties that may contact us or that we may contact when evaluating your application for employment; we may also collect certain information job-related social media sites (such as LinkedIn), and, in the event of legal action, from lawyers and judicial entities associated with such actions.

What categories of Applicant Personal Information have we collected in the 12 months prior to the date of this Privacy Notice?

It is routine for us to collect, process and store Personal Information about you over the course of your interactions with us. In the past 12 months, we have not sold your Personal Information to any other entity. We do not sell Personal Information to third parties other than our affiliated operating companies and we collected the same categories of Applicant Personal Information listed in the chart above that describes our current collection practices.

Where do we store your Personal Information? Do we transfer your Personal Information outside of your country of residence?

We store your Personal Information safely at our premises, in contracted storage facilities, with our service providers, or on our servers within the country where we are based.

We strive to process your Personal Information within the country where the Company is based. If we or our service providers transfer personal data outside of your country of residence, we will always require that appropriate safeguards are in place to protect the Personal Information that is transferred.

Business purposes for the disclosure of Applicant Personal Information

We disclosed the foregoing categories of Applicant Personal Information for the following purposes: to evaluate job applicants; to operate our computer systems, secure our systems, and store Personal Information; to protect against security threats; to obtain analytics information; and, for legal and accounting purposes.

Additional facts about how we disclose Applicant Personal Information

We may share your Personal Information with the following third parties for the purposes described below:

- **Within Fortive Group of Companies:** We share Personal Information relating to recruits and job applicants within our family of companies for internal administrative purposes and uses that are consistent with this Privacy Notice. For example, the Fortive entity responsible for the job posting may share Personal Information about an applicant with another Fortive entity that is responsible for our organization-wide recruiting and employment decisions;
- **Other Service Providers:** In addition to the third parties identified above, we engage other third parties to perform certain functions on our behalf in connection with the uses of Personal

Information described in the Section “What categories of Applicant Personal Information do we collect?” Our Collection and use of Personal Information sections above, including assisting us with our recruiting process, personnel management, benefits, and services offerings and other related business operations. Depending on the function the third party serves, the service provider may process Personal Information on our behalf or have access to Personal Information while performing functions on our behalf;

- **Business Transaction or Reorganization:** We may take part in or be involved with a corporate business transaction, such as a merger, acquisition, joint venture, or financing or sale of company assets. We may disclose Personal Information to a third-party during negotiation of, in connection with, or as an asset in such a corporate business transaction. Personal Information may also be disclosed in the event of insolvency, bankruptcy, or receivership;
- **Legal Obligations and Rights:** We may also disclose Personal Information to third parties, such as legal advisors and law enforcement:
 - in connection with the establishment, exercise, or defence of legal claims;
 - to comply with laws and regulations or to respond to lawful requests and legal process;
 - to protect our rights and property and the rights and property of our agents, customers, and others, including to enforce our agreements, policies, and terms of use;
- **Otherwise with Consent or Direction:** We may disclose Personal Information about our recruits and job applicants to certain other third parties with your consent or direction.

Cookies, trackers, and analytics

We use cookies, pixel tags, web beacons and other similar tracking technologies (“tracking technologies”) to automatically collect Personal Information through our website. Tracking technologies are small data files placed on your computer, tablet, mobile phone, or other devices that allow us to record certain pieces of information whenever you visit or interact with our Sites and Services. We may use these tracking technologies to help identify irregular behaviour, prevent fraudulent activity, and improve security, as well as making it possible for you to save your preferences and help us understand how you interact with our website.

You may set your browser to notify you when you receive a cookie. Many web browsers also allow you to block cookies. You can disable cookies from your computer system by following the instructions on your browser or at www.youradchoices.com.

We use Google Analytics to evaluate the use of our website. Google Analytics uses cookies and other identifiers to collect information, such as how often users visit a website, what pages they visit when they do so, and what other websites they visited prior to visiting our website. For information about Google’s privacy practices, please refer to the Google Privacy Policy: <https://policies.google.com/privacy?hl=en-US#infocollect>.

How do we keep your Personal Information secure?

We ensure the security of your Personal Information by implementing a specific set of technical and organizational security measures that are based on controls published by the Center for Internet Security. These controls call for the use of encryption, firewalls, and other measures that ensure we provide a level of security appropriate to the risk presented by a particular situation.

We also take steps to ensure all our subsidiaries, agents, affiliates and suppliers employ adequate levels of security.

What legal basis do we have for using your Personal Information?

We process your Personal Information:

- As this is necessary to take steps at your request prior to entering into this contract;
- To comply with our legal obligations including in relation to health and safety at work, monitoring equality and diversity;
- As this is necessary in pursuit of our legitimate interests for recruitment purposes. While there are some risks inherent in any processing of Personal Information, on balance we have considered the risk to your rights of data protection and determined it is outweighed by the significant benefits in maintaining a well-managed and orderly workforce and business. You have the right to object, on grounds relating to your particular situation, at any time to processing of Personal Information concerning you which is based on legitimate interests. More information on this right and on how to exercise it is set out below.

On the basis of your consent for us to process your Personal Information for this recruitment purpose.

Where we hold sensitive Personal Information about you (e.g., information relating to your racial or ethnic origin, health etc.) we will only process this Personal Information where you have given us, as required by law, your explicit consent or otherwise where this is necessary:

- For the purposes of carrying out the obligations and exercising specific rights of the Company or yourself related to recruitment purposes;
- To protect your vital interests or the vital interests of another person, if you or they are incapable of providing consent; or
- For the establishment, exercise or defence of legal claims.

If there are any circumstances where we feel we need to process Personal Information and it is not consistent with these reasons, we will provide you with an updated notification (or seek your express consent where necessary).

Do we make solely automated decisions concerning you?

No, we do not carry out solely automated decision making.

Our use of recruitment matching AI technology

We use an AI-powered tool, provided by Eightfold AI, Inc. in our recruitment process to help us in providing you the ability to view the most relevant jobs that are matched to your skills and experience. This AI tool also assists our recruiters in assessing and evaluating your job application.

This tool is a matching model based on factors such as the skills specified in the job description and specific selection criteria our recruitment teams have configured. We do not make decisions about Applicants solely based on the results of the matching model.

While we are confident that our technology works and that it can provide you significant benefits, we understand that not everyone is comfortable with the use of matching AI for recruitment purposes. If you have any questions about this, or would like to request an alternative selection process, please contact us at ApplyAssistance@fortive.com

What categories of Applicant Personal Information have we disclosed to a third party for a business purpose, and what categories of third parties have been the recipients of each such category of Personal Information in the 12 months prior to the date of this Privacy Notice?

Category of Applicant Personal Information	Categories of Third Parties With Which We Disclosed Personal Information for a Business Purpose
Personal identifiers: name, contact details, postal address, IP address, email address	Cloud-based data storage, assist with other IT-related functions; host or facilitate teleconferencing or video conferencing services; legal compliance. Our operating and other affiliated companies, for business and operational purposes; and Transaction (merger and acquisition) partners, including to facilitate the diligence, negotiation, and completion phases of transactions contemplated by us, our parent company, or affiliated operating companies.
Protected class information: race, ethnicity, and other diversity data*; gender identity or expression; marital status; age; national origin;; disability status* (for the U.S. only)	Service providers that assist with legal compliance.
Professional information: records of your work history (including internal and external work history and references)	Our operating and other affiliated companies, for business and operational purposes; and Transaction (merger and acquisition) partners, including to facilitate the diligence, negotiation, and completion phases of transactions contemplated by us, our parent company, or affiliated operating companies.
Education information: education history; trade school records; certificates obtained	Our operating and other affiliated companies, for business and operational purposes; and Transaction (merger and acquisition) partners, including to facilitate the diligence,

	negotiation, and completion phases of transactions contemplated by us, our parent company, or affiliated operating companies.
Biometric information: id documentation and face match	Service providers that assist with legal compliance and identity verification.

Information about the sale of Applicant Personal Information and sharing of Applicant Personal Information for cross-context behavioural advertising.

In the 12 months preceding the date of this Privacy Notice, we disclosed Applicant Personal Information to our affiliated operating companies in a manner that may constitute a sale of Personal Information under the CCPA. We provided our affiliated operating companies with Applicant Personal Information so that they can select candidates for new job openings within our Group of Companies. The categories of Applicant Personal Information we disclosed in this regard are as follows:

- Personal identifiers: name, postal address, email address, phone numbers, Social Security number, driver's license number or passport information, IP address;
- Professional information: records of your work history (including internal and external work history and references); and
- Education information: education history; trade school records; certificates obtained.

When we engaged in digital advertising, we sold the following categories of Personal Information (according to the broad definition of the word "sell" under certain US state laws) and shared them for purposes of cross-context behavioral advertising: personal identifiers (including IP address and online identifiers) and internet or other electronic activity information.

These categories of Personal Information were sold to or shared for cross-context behavioral advertising with companies that perform digital advertising on our behalf. We engage in such sales and sharing to facilitate digital advertising that is able to reach people that are most likely to be interested in our employment opportunities. We did so by allowing third parties to place cookies or other trackers on our websites that may collect information about your online activities over time and across different websites or applications.

To opt out of the sale and sharing of your Applicant Personal Information through the use of third-party cookies or trackers, please make a request [here](#).

We limit the ways in which we use Sensitive Personal Information of Applicants

We do not use the Sensitive Personal Information of Applicants to infer characteristics about them. We do not use or disclose Applicant Sensitive Personal Information for purposes other than for our internal business purposes, for security purposes, and for legal compliance.

We do not knowingly collect or sell the Personal Information of minors

We do not employ minors under the age of 16 and we do not knowingly collect or sell the Personal Information of minors, including minors under 16 years of age.

What rights do you have in relation to Personal Information we maintain about you in your capacity as an Applicant?

If you are a California resident, the following rights apply to you. Other US states/country may also extend these rights to you. We may also extend these rights to you at our discretion even if you do not reside in a US state/country which provides them.

- **Your right to request access to Personal Information we collect and disclose about you**

You can submit a request to us for the following information, with respect to Personal Information we have collected about you as an Applicant:

- The categories of Personal Information we have collected about you
- The categories of sources from which we collected the Personal Information
- The purposes for which the Personal Information were collected;
- The categories of Personal Information disclosed to third parties (if any), and the categories of recipients to whom the Personal Information were disclosed;
- The categories of Personal Information shared for cross-context behavioral advertising purposes (if any); and the categories of recipients to whom the Personal Information were disclosed for those purposes;
- The categories of Personal Information that we sold or disclosed for a business purpose about you
- The categories of third parties to whom the Personal Information was sold or disclosed for a business purpose; and
- The specific pieces of Personal Information we collected about you.

Our responses to any of these requests will be to provide you with the Personal Information we have collected and maintained about you on or after January 1, 2022, subject to any conflicts with applicable laws or regulations or rights held by third parties.

- **Your right to request the deletion of Personal Information we have collected from you**

Upon your request, we will delete the Personal Information we have collected from you in your capacity as an Applicant, except for situations where specific Personal Information is necessary for us to: provide you with a good or service that you requested; perform HR and other applicant-related functions; perform a contract we entered into with you; maintain the functionality or security of our systems; or comply with or exercise rights provided by the law. The law also permits us to retain specific Personal Information for our exclusively internal use, but only in ways that are compatible with the context in which you provided the Personal Information to us or that are reasonably aligned with your expectations based on your relationship with us.

- **Your right to correct inaccurate Personal Information**

Upon your request, taking into account the nature of the Personal Information and the purposes of the processing of the Personal Information, we will use commercially reasonable efforts to correct inaccurate Personal Information we have collected about you in your capacity as an Applicant. When you request that we correct inaccurate Personal Information, we will ask you to provide documentation supporting the accuracy of the Personal Information that is the subject of your request, and in doing so, we will evaluate the totality of the data relating to the

contested Personal Information. Whether or not we are able to honour your correction request, we will notify you that your request was processed or denied and why.

- **Your right to data portability**

By law, you have the right to obtain a copy of the Personal Information in a portable and, to the extent technically feasible, readily usable format that allows you to transmit the Personal Information to another entity without hindrance.

In addition, certain US states and countries may also extend the below rights. We may also extend these rights to you at our discretion even if you reside in California or another US state/country which does not provides them.

- **Your right to lodge a complaint**

You have the right to lodge a complaint about the way we handle or process your Personal Information with your national data protection regulator.

- **Your right to restrict processing**

You have rights to 'block' or suppress further use of your Personal Information. When processing is restricted, we can still store your Personal Information, but may not use it further. We keep lists of people who have asked for further use of their Personal Information to be 'blocked' to make sure the restriction is respected in future.

- **Your right to object to processing**

You have the right to object to certain types of processing, including processing based on our legitimate interests and processing for direct marketing.

- **Your right to withdraw consent**

If you have given your consent to something we do with your Personal Information, you have the right to withdraw your consent at any time. Doing so does not affect the validity of the processing we performed prior to when you withdrew your consent.

We are committed to honouring your rights

We are committed to providing you with control over your Personal Information. If you exercise any of the rights explained in this Privacy Notice, we will continue to treat you fairly.

You also have the right to not receive retaliatory or discriminatory treatment in connection with a request to exercise the above rights. However, please note that if the exercise of these rights limits our ability to process Personal Information, we may no longer be able to engage with you in the same manner.

How can you make a request to exercise your rights?

You can log into your account on the Fortive Careers Site/MyCareer to submit a request to exercise one of the privacy rights identified above. You may also submit your request by

postal mail at:

Legal Department Fortive Corporation 6920 Seaway Blvd Everett, Washington 98203
USA

by calling **toll free** from within the United States: (844) 981-1525

If you're not satisfied with our response to any complaint or believe our processing of your Personal Information does not comply with data protection law, you can also make a complaint to the data protection regulator in your country.

How will we handle a request to exercise your rights?

Before processing your request, we will need to verify your identity (for U.S. candidates, confirm you are a resident of the State of California). In order to verify your identity, we will generally either require the successful authentication of your work-related account, or the matching of sufficient information you provide us to the information we maintain about you in our systems. As a result, we require requests to include full name, email address, home address, and telephone number. We may at times need to request additional Personal Information from you, taking into consideration our relationship with you and the sensitivity of your request.

In certain circumstances, we may decline a privacy rights request, particularly where you are not a resident of the State of California or where we are unable to verify your identity.

For any requests from California residents, we will first acknowledge receipt of your request within 10 business days of receipt of your request. We will then provide a substantive response to your request as soon as we can, generally within 45 days from when we receive your request, although we may be allowed to take longer to process your request in certain jurisdictions or under certain circumstances.

For all Applicants:

We usually act on requests and provide information free of charge, but we may charge a reasonable fee to cover our administrative costs of providing the information in certain situations.

In some cases, the law may allow us to refuse to act on certain requests. When this is the case, we will endeavour to provide you with an explanation as to why.

How will we verify your identity when you submit a request to access, delete or correct Applicant Personal Information?

If you have access to your account on the Fortive Careers Site/MyCareer

We will verify your identity using a two-step process. We will first ask you to log into your account on the Fortive Careers Site/MyCareer, and we will then ask you to separately authenticate your identity. If we are unable to verify your identity through your account on the Fortive Careers Site/MyCareer with a reasonable degree of certainty appropriate to the nature of your request, or if you no longer have an

active account with us, for security reasons, we will ask you to verify your identity in accordance with the additional requirements described below.

Requests for specific pieces of Personal Information

We will ask you for at least three pieces of Personal Information and endeavour to match those to information we maintain about you. Additionally, we require that you provide a declaration attesting to your identity, signed under penalty of perjury.

If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request. We will notify you to explain the basis of the denial. Additionally, we will treat the request as one seeking disclosure of the categories of Personal Information we have collected about you and endeavour to verify your identity using the less-stringent standards applicable to such requests.

Requests for Categories of Personal Information collected about you

We will ask you for at least two pieces of Personal Information and endeavour to match those to information we maintain about you.

If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request. We will notify you to explain the basis of our denial.

Requests for deletion or correction of Personal Information we have collected from you

We will ask you for at least two pieces of Personal Information and endeavour to match those to information we maintain about you.

If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request. We will notify you to explain the basis of our denial.

How do we process requests made on your behalf by an agent?

You may designate an agent to submit requests on your behalf.

If you would like to designate an agent to act on your behalf, you and the agent will need to comply with our agent verification process.

You will be required to verify your identity by providing us with certain Personal Information as described in the preceding section, depending on the nature the request made. We will endeavour to match the information submitted to information we maintain about you. Additionally, the agent will be required to provide us with written proof that you gave the agent signed permission to submit a request on your behalf. Information to identify and verify your agent can be submitted through the same mechanism and at the same time that you submit information to verify your identity.

Accessibility of our communications

We are committed to ensuring that our communications are accessible to people with disabilities. To make accessibility-related requests or report barriers, please contact us at (425) 446-5000 or contact ApplyAssistance@fortive.com.

What about changes to this Privacy Notice?

We will review and update this Privacy Notice periodically. If we make a significant or material change in the way we use or disclose your Personal Information, you will be notified via email or a notice on our the Fortive Careers Site/MyCareer platform.

How can you contact us?

If you have questions on the processing of your personal data, would like to exercise any of your rights, or are unhappy with how we've handled your information, please contact us:

postal mail at:

Legal Department Fortive Corporation
6920 Seaway Blvd Everett,
Washington 98203
USA

by webform: Click [here](#).

by calling **toll free** from within the Unites States: (844) 981-1525

by email at: corporatehr@fortive.com