

FORTIVE US JOB APPLICANT BIOMETRIC POLICY

Introduction

This US Job Applicant Biometric Policy ("Policy") describes how Fortive and its affiliated operating companies ("Fortive," "we," "us," "our") process job applicants' (each an "Applicant" or "you") Biometric Information during the recruiting process ("Applicant Biometric Information") in the United States. This Policy is to be read with our existing Global Recruiting Privacy Notice, that can be found on <https://careers.fortive.com/privacy-notice/>.

1. Biometric Information Collected and Purposes for Collection

- 1.1. During the recruitment process, Fortive requires Applicants that have received an offer of employment for remote roles to provide still and live images and, in some cases, ID cards that are used in software and other technologies designed to verify the identity of Applicants, and to confirm that Applicants we interview remotely are natural persons (e.g., not AI-generated images). We refer to these various technologies herein collectively as "Applicant Verification Technologies."
- 1.2. The Applicant Verification Technologies collect and analyze photographs and other still and live images, including by creating a facial map and other visual mappings, data which may constitute a "biometric identifier" or "biometric information" under applicable US laws (referred to herein as "Biometric Information").
- 1.3. Fortive uses Applicant Verification Technologies for security purposes, such as to verify new hires are the same people who we interviewed during the recruitment process, and for the integrity of its recruitment processes.

2. Sharing or Disclosure of Applicant Biometric Information

- 2.1. Fortive does not access, transfer, sell, lease, or otherwise disclose Applicant Biometric Information, except to its service providers who provide or facilitate the operation of the Applicant Verification Technologies require access to such information. Our service providers are contractually bound not to further use or disclose Applicant Biometric Information they access when providing services to us.

3. Retention of Applicant Biometric Information

- 3.1. Applicant Biometric Information is permanently deleted after the identification or liveness verification is completed. It is not stored by Fortive or its service providers.

4. Data Protection

- 4.1. We ensure the security of your Personal Information, including Applicant Biometric 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.

- 4.2. In the event a security incident occurs involving Applicant Biometric Information, we will address the incident in accordance with our written incident response protocols.

5. Rights Regarding Applicant Biometric Information

- 5.1. If you are a resident of California or Colorado, you may have certain rights with respect to your Applicant Biometric Information, including the right to know about, correct, access, and delete such information, subject to applicable exceptions. We note that Fortive does not retain Applicant Biometric Information (as described in Section 3 above). To submit a request to exercise your rights, you can log into your account on the Fortive Careers Site/MyCareer, submit a request by postal mail to: Legal Department Fortive Corporation 6920 Seaway Blvd Everett, Washington 98203, or by calling toll free from within the United States: (844) 981-1525.

6. Contact Us

- 6.1. 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:
by postal mail at: Legal Department Fortive Corporation 6920 Seaway Blvd Everett, Washington 98203;
by webform: Click [here](#).
by calling toll free from within the United States: (844) 981-1525
by email at: corporatehr@fortive.com