

Edwards Lifesciences California Job Applicant Privacy Statement

Last Updated November 7, 2025

Who We Are

Edwards Lifesciences Corporation, Edwards Lifesciences LLC, and their affiliated companies (collectively “Edwards Lifesciences,” “our,” or “we”) recognize the importance of online privacy and are committed to respecting your privacy. This California Job Applicant Privacy Statement highlights information for California resident job applicants, including rights you have regarding your personal information and how to exercise those rights. Please see our full [Privacy Statement](#) which describes our policies and practices on the collection, use, disclosure, and storage of Personal Information and the steps we take to protect it from unauthorized use or disclosure.

Notice on Collection of your Personal Information

CALIFORNIA JOB APPLICANTS.

The following table provides detail for residents of California who interact with us applicants for jobs, with respect to the category of Personal Information collected, the source of that information, the purposes for collection and sharing/disclosure, and the categories of third parties to whom the category of Personal Information is shared.

Contact Information

Category and sources of personal information

- You
- Your employer or principal
- Service providers such as companies that provide employment recruiting services to us, including third parties that provide access to information you make publicly available, such as via social media platforms.
- Consumer reporting agencies and other third parties who verify the information you provide
- Third parties who help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records

Representative data elements

- Full name, or unique pseudonym
- Honorifics and titles, preferred form of address
- Postal address
- Email address
- Phone number
- Fax number
- Contact information for related persons, such as authorized users of your account
- Company ID number (e.g., customer number, account number, subscription number)
- System identifiers (e.g., usernames or online credentials)

Purpose for collecting and sharing Personal Information

We may use this type of information:

- To identify you and communicate with you
- For our internal business, administrative, and candidate recruiting and employment-related purposes

- For record-keeping and reporting, including for data matching, metrics, and analytics
- To conduct marketing of the company and market research.
- To administer, provide access to, monitor, and secure our information technology systems, websites, applications, databases, and devices.
- If you visit our physical sites, to provide access to, monitor, and secure our facilities, equipment, and other property.
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements.
- For our everyday business purposes.

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers such as companies who help manage recruiting events and activities
- Third parties who deliver our communications, such as the postal service and couriers
- Other third parties (including government agencies) as required by law, such as pursuant to legally binding subpoenas, court orders, and similar instruments
- Service providers, including those who host our data centers, help administer our call center hosting platforms and phone systems, and provide parts of our physical and electronic infrastructure
- Third Party Advertising companies (see **Third Party Advertising** below)
- Third parties who assist with fraud prevention, detection and mitigation
- Other third parties as necessary to complete transactions and provide our products/services, including delivery companies, agents, and manufacturers.
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors.
- Consumer reporting agencies.
- Our lawyers, auditors, and consultants.

Other unique identifiers

Category and sources of personal information

We may collect this type of information from:

- You
- Your employer or principal
- Service providers such as companies that provide employment recruiting services to us, including third parties that provide access to information you make publicly available, such as via social media platforms.
- Consumer reporting agencies and other third parties who verify the information you provide
- Third parties who help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records

Representative data elements

Data elements in this category include:

- Government issued identifiers, such as Social Security Numbers,* Birth Certificate Number,* Driver's or Operator's license number,* Passport Number,* Alien Number or I-94 Number*
- Device identifier
- Advertising ID

- Customer number
- IP address
- Service Request ID number
- Cookie ID
- Online User ID

Purpose for collecting and sharing Personal Information

We may use this type of information:

- To identify you and communicate with you
- For our internal business, administrative, and candidate recruiting and employment-related purposes
- For record-keeping and reporting, including for data matching, metrics, and analytics
- To conduct marketing of the company and market research.
- To administer, provide access to, monitor, and secure our information technology systems, websites, applications, databases, and devices.
- If you visit our physical sites, to provide access to, monitor, and secure our facilities, equipment, and other property.
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements.
- For our everyday business purposes.

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers such as companies who help manage recruiting events and activities
- Third parties who deliver our communications, such as the postal service and couriers
- Other third parties (including government agencies) as required by law, such as pursuant to legally binding subpoenas, court orders, and similar instruments
- Service providers, including those who host our data centers, help administer our call center hosting platforms and phone systems, and provide parts of our physical and electronic infrastructure
- Third Party Advertising companies (see **Third Party Advertising** below)
- Third parties who assist with fraud prevention, detection and mitigation
- Other third parties as necessary to complete transactions and provide our products/services, including delivery companies, agents, and manufacturers.
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors.
- Consumer reporting agencies.
- Our lawyers, auditors, and consultants.

Characteristics or description of individuals

Category and sources of personal information

We may collect this type of information from:

- You
- Service providers such as companies that provide employment recruiting services to us, including third parties that provide access to information you make publicly available, such as via social media platforms.

- Consumer reporting agencies and other third parties who verify the information you provide
- Third parties who help us maintain the accuracy of our data and data aggregators that help us complete and enhance our records

Representative data elements

Data elements in this category include:

- Height
- Weight
- Hair & eye color
- Age/Date of Birth
- Gender
- Race and Ethnicity*
- Citizenship Status*
- Religion*
- Information concerning sexuality or sex life*
- Disability*
- Personal characteristics and preferences, marital and family status,* shopping/product preferences, languages spoken
- Other similar data elements

Purpose for collecting and sharing Personal Information

We may use this type of information:

- If you visit our physical site, to help manage emergency incidents that occur on campus or involve company property
- To determine and verify program eligibility.
- For our internal business, administrative, and candidate recruiting and employment-related purposes
- To analyze and better understand your needs, preferences, and interests
- For our company marketing and market research purposes.
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements.
- To conduct internal business analysis and market research
- To comply with legal and regulatory obligations
- For our everyday business purposes

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Emergency personnel
- Service Providers which use the data only to assist in incident management and reporting
- Service providers, including those who help administer our call center hosting platforms and phone systems
- Service providers, including those who host websites, and companies who assist with our information technology and security programs
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors.
- Our lawyers, auditors, and consultants
- Legal and regulatory bodies and other third parties as required by law

Inferred and derived information

Category and sources of personal information

We collect this type of information from:

- Inferred and derived data elements we create by analyzing our relationship and transactional information.
- We draw inferences from the information we collect from and about you, such as your preferences, characteristics, attributes, and abilities.
- Third parties who provide digital marketing, and analytics services for us

Representative data elements

Data elements in this category include:

- Propensities, attributes and/or scores generated by internal analytics programs and used for marketing
- Propensities, attributes and/or scores generated by internal analytics programs and used for information security and fraud purposes
- Preferred language
- Inferences reflecting a consumer's wellness, health, preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes, or other inferred data*

Purpose for collecting and sharing Personal Information

We combine inferred data with other relationship information and use this type of information:

- For company marketing and market research purposes, such as quality control, training and analytics
- For our internal business and administrative purposes, candidate recruiting and employment-related purposes
- To analyze and better understand your needs, preferences, and interests, as well as those of other applicants.
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements.
- For internal business purposes, such as quality control, training and analytics
- To administer, provide access to, monitor, and secure our information technology systems, websites, applications, databases, and devices
- To comply with legal and regulatory obligations
- For our everyday business purposes

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers, including those who analyze data on our behalf and who help execute programs
- Our lawyers, auditors and consultants
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors
- Legal and regulatory bodies and other third parties as required by law

Internet and online/electronic technical information

Category and sources of personal information

We collect this type of information from:

- You and from your computer or devices when you interact with our platforms, websites and applications; for example, when you visit our websites, our server logs record your IP address and other information
- Automatically, via technologies such as cookies, web beacons, when you visit our website or other websites
- Third parties, including computer security services and advertising partners
- We also associate information with you using unique identifiers collected from your devices or browsers
- Third parties who provide website and online security services

Representative data elements

Data elements in this category include:

- IP Address
- MAC Address, SSIDs or other device identifiers or persistent identifiers
- Online user ID
- Password
- Device characteristics (such as browser information)
- Web Server Logs
- Application Logs
- Browsing and search history
- Viewing Data (site and app usage)
- First Party Cookies
- Third Party Cookies
- Web beacons, clear gifs and pixel tags
- Internet service provider
- Referring/exiting URL
- Request/response date and time
- Clickstream data
- Ads and web pages viewed
- Time spent on a web page or mobile app
- Other information regarding your interactions with our websites, applications, emails, and advertisements

Purpose for collecting and sharing Personal Information

We use this type of information:

- For system administration, technology management, including optimizing our websites and applications
- For information security and cybersecurity purposes, including detecting threats
- For recordkeeping, including logs and records that are maintained as part of Transaction Information
- For online behavioral advertising purposes and general advertising and company promotion
- For our internal business, administrative, and candidate recruiting and employment-related purposes
- For company marketing and market research purposes.
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements

- To administer, provide access to, monitor, and secure our information technology systems, websites, applications, databases, and devices
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements
- To comply with legal and regulatory obligations
- To identify you and your device(s) for any/all purposes identified above, including to monitor your use of and interactions with programs, products, services, and advertisements for such purposes
- For our everyday business purposes

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers including companies who assist with our information technology and security programs, including companies such as network security services who retain information on malware threats detected
- Service providers who assist with fraud prevention, detection and mitigation
Third party advertising network companies
- Our lawyers, auditors and consultants
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors.
- Legal and regulatory bodies and other third parties as required by law

Audio visual information

Category and sources of personal information

We collect this type of information from:

- You
- Automatically, such as when we record calls to our call center and use CCTV cameras in our facilities
- Companies conducting research such as market research companies
- Service providers such as companies that provide employment recruiting services to us, including third parties that provide access to information you make publicly available, such as via social media platforms.

Representative data elements

Data elements in this category include:

- Photographs
- Video images
CCTV recordings
- Call center recordings and call monitoring records
- Voicemails

Purpose for collecting and sharing Personal Information

We use this type of information:

- For internal business purposes, such as call recordings used for training, coaching or quality control
- To identify and authenticate you
- For relationship purposes, such as use of photos and videos for social media purposes
- For premises security purposes and loss prevention
- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal and regulatory requirements.
- For our everyday business purposes

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers, including companies who assist with our information technology and security programs, and our loss prevention programs
- Service providers, including companies who conduct market research on our behalf
- Our lawyers, auditors, and consultants
- Other third parties as required by law

Professional information

Category and sources of personal information

We collect this type of information from:

- You
- Your employer or principal
- Service providers such as companies that provide employment recruiting services to us, including third parties that provide access to information you make publicly available, such as via social media platforms.

Representative data elements

Data elements in this category include:

- Employer and job title
- Medical license
Employer location
- Information included in an IRS 1040 form

Purpose for collecting and sharing Personal Information

We use this type of information:

- For our internal business, administrative, and candidate recruiting and employment-related purposes
- To identify and authenticate you
- For company marketing, market research purposes

- To monitor, investigate, and enforce compliance with our policies, product/service terms and conditions, and legal
- To comply with legal and regulatory obligations
- For our everyday business purposes

Categories of third parties to whom this type of personal information is shared or disclosed for a business purpose

We may disclose this type of information to our Affiliates and Service Providers and to:

- Service providers such as companies who help manage recruiting events and activities
- Third parties who deliver our communications, such as the postal service and couriers
- Other third parties (including government agencies) as required by law, such as pursuant to legally binding subpoenas, court orders, and similar instruments
- Service providers, including those who host our data centers, help administer our call center hosting platforms and phone systems, and provide parts of our physical and electronic infrastructure
- Third Party advertising companies (see **Third Party Advertising** below)
- Third parties who assist with fraud prevention, detection and mitigation
- Service providers who provide employment recruiting services, data analytics services, and third parties such as business and social media platforms used to deliver our ads, website/email optimization providers, and email marketing vendors.
- Consumer reporting agencies.
- Our lawyers, auditors, and consultants
- Legal and regulatory bodies and other third parties as required by law

Your Data Privacy Rights Regarding Your Personal Information

Please note that in many circumstances, we cannot effectively do business with you without processing some Personal Information about you (e.g., your contact information). For example, when you contact our customer service representatives, we may require you to provide information to authenticate your identity to assist you with your request. If you are unable to provide this information, we may be unable to process your request.

To the extent that you are a California Resident, we will provide the following rights to you based on California law:

- To opt-out of selling or sharing your Personal Information for cross-context behavioral advertising or, in other states, to opt-out of targeted advertising,
- To opt out of profiling in furtherance of decisions that produce legal or similarly significant effects,
- To request access to and a copy of your Personal Information and/or your Sensitive Personal Information, including a request to provide a copy directly to another organization (i.e., a right to data portability),
- To request to confirm or know about the Personal Information we process about you or, in other states, to request to acknowledge our processing of your Personal Information,
- To request that we correct your Personal Information,
- To request that we delete your Personal Information (and notify any affiliates, processors, contractors, or other third parties with which we shared to delete it as well),
- To request that we limit the processing of your Sensitive Personal Information,
- To opt-out of processing of Sensitive Personal Information,
- To withdraw consent to the collection or sharing of your Sensitive Personal Information,
- To appeal the denial of a request.

To exercise any of these rights with respect to your Personal Information, please see the following section on *How to Submit a Data Privacy Rights Request*. We will not discriminate against you for exercising any of

the rights described above, although we may not be able to continue to provide you Products and Services, or it may otherwise affect the way we are able to interact with you.

How to Submit a Data Privacy Rights Request

To submit a request to opt-out of targeted advertising, you may complete the form below, or you may also click “Your Privacy Choices” in the footer of the website you are visiting.

To submit a request pursuant to your data privacy rights under California privacy laws, we have designated the following two options for you to submit a data privacy rights request:

- by completing and submitting this online [form](#), or
- by contacting us at (888) 570-4014.

We will make reasonable efforts to respond promptly to your requests in accordance with applicable laws. We may, after receiving your request, require additional information from you to honor your request and verify your identity. Please be aware that we may be unable to afford these rights to you under certain circumstances, such as if we are legally prevented from doing so.

You may designate an authorized agent to assist you in exercising any of your rights stated above. When you use an authorized agent to submit a request to exercise your rights, we may ask you to verify your own identity directly with us. We may deny a request from an authorized agent that does not submit proof that they have been authorized by you to act on your behalf.

In the event you wish to make a complaint about how we process your Personal Information or appeal a response to your request, please contact us using the information in the **Contact Us** section below, and we will handle your request as soon as possible in accordance with applicable laws. Even if you make a complaint to us, you may always lodge a complaint with the relevant authority in your location.

When we receive your Personal Information from our customers and process your Personal Information on their behalf, we do so at their request and subject to their instructions. We do not have control over our customers’ privacy and security practices and processes. If your Personal Information has been submitted to us by an Edwards Lifesciences customer and you wish to exercise any of the above-mentioned rights, please contact the relevant customer directly.

Right of non-discrimination for exercise of your privacy rights

We or Edwards Lifesciences will not discriminate against any person exercising his or her rights under applicable state data protection laws, as described above. Discrimination, in this context, includes that, as a result of exercising any of your data privacy rights, you are denied goods or services, charged different prices for goods or services, or provided a different level of quality.

Residents of U.S. states with comprehensive privacy laws who are unable to review or access this Supplemental U.S. Privacy Statement due to a disability may contact us to request access to this Statement in an alternative format. Please contact us using the information in the **Contact Us** section below.

Contact Us

To exercise any rights you might be entitled to under California privacy laws, please utilize the designated mechanisms provided in this notice. For more information please see the [Supplemental U.S. Privacy Statement](#). If you have any questions or concerns about this Privacy Statement or about your Personal Information, you may contact us as follows:

Privacy Office Edwards Lifesciences Legal Department
One Edwards Way Irvine, California 92614
Email: privacy@edwards.com

If you wish to receive a response by email, please be sure to include your name, postal address, and email address. If we do not receive an email address, we will respond by postal mail.