

DATA PROTECTION STATEMENT

数据保护声明

Goldman Sachs attaches great importance to the protection of candidates' personal data. This Data Protection Statement applies to the Goldman Sachs entities in China as follows (each entity respectively "**Company**" or "**we**"). If you apply for a job position (including full-time, part-time, and internship) in a Company, this Company needs to collect, use and otherwise process your personal data in accordance with this Data Protection Statement. In addition, this Data Protection Statement may also apply if you reside in China and apply for a job position in any other Goldman Sachs entity around the world, subject to the Personal Information Protection Law of China.

- Goldman Sachs (China) Securities Company Limited (including but not limited to: Beijing Winland Trading Outlet, Corporate Advisory Shanghai Branch, Shanghai Pudong New Area Century Avenue Trading Outlet, Shenzhen Zhong Xin Si Road Trading Outlet)
- Beijing Gao Hua Sheng Ze Investment Management Company Limited
- Goldman Sachs Broad Street (Beijing) Equity Investment Management Co., Ltd.
- Goldman Sachs (China) Capital Co., Ltd.
- Beijing Goldman Sachs Consulting Co., Ltd. (including but not limited to: Shanghai Branch)
- Goldman Sachs (Beijing) Enterprise Management Company Limited (including but not limited to Shanghai Branch)
- Goldman Sachs (China) L.L.C. Beijing Representative Office
- Goldman Sachs (China) L.L.C. Shanghai Representative Office
- Goldman Sachs International Bank Beijing Representative Office
- J. Aron (China) Commodities Trading Company Limited
- Qian Kun Futures Co., Ltd.
- Shanghai Mercer Asset Management Co. Ltd.
- Beijing Mercer Asset Management Co. Ltd.

高盛十分重视候选人个人信息的保护。本《数据保护声明》适用于高盛在中国境内的如下实体（各实体分别称为“公司”或“我们”）。如果您应聘其中某一公司的职位（包括全职、兼职或实习），该公司将需要按照本《数据保护声明》收集、使用及以其他方式处理您的个人信息。此外，如果您位于中国境内并应聘高盛在全球范围内任何实体的职位，则根据中国《个人信息保护法》，本《数据保护声明》也可能适用。

- 高盛（中国）证券有限责任公司（包括但不限于：北京英蓝证券营业部、上海证券承销保荐分公司、上海浦东新区世纪大道证券营业部、深圳中心四路证券营业部）
- 北京高华盛泽投资管理有限责任公司
- 北京高盛宽街博华股权投资管理有限公司
- 高盛（中国）资本有限公司
- 北京高盛顾问有限公司（包括但不限于：上海华鼎墨创管理咨询分公司）
- 高盛（北京）企业管理有限责任公司（包括但不限于：上海分公司）
- 高盛（中国）有限责任公司北京代表处
- 高盛（中国）有限责任公司上海代表处
- 英国高盛国际银行无限责任公司北京代表处
- 杰润（中国）商贸有限公司
- 乾坤期货有限公司
- 上海墨盛资产管理有限公司

- 北京墨盛资产管理有限公司

Collection of Personal Data

个人信息的收集

The Company collects and records personal data relating to all its applicants or candidates from a variety of sources, but mainly from the candidates themselves:

公司从各种渠道收集并记录与其申请人或候选人有关的个人信息，但主要从候选人处收集该等信息：

- i. Information submitted by candidates during the application process;
 - ii. Information collected from recruiters;
 - iii. Information compiled from background checks.
1. 候选人在工作申请过程中提交的信息；
 2. 从招聘公司处收集的信息；
 3. 背景调查中收集的信息。

In some circumstances, data may be collected indirectly from monitoring devices or by other means (e.g., door access control mechanisms, closed circuit television, telephone logs and recordings as well as email and internet access logs). In these circumstances, the data are not accessed on a routine basis but access is possible. Access could occur, for instance, in situations where the Company is investigating possible abuse of the telephone system, email or internet, or where the data are needed for compliance or billing purposes.

在一些情况下，数据可能通过监控设备或其它方式间接收集（如：大门进出控制系统、闭路电视、电话日志和记录、以及电子邮件和互联网访问日志）。在这些情况下，数据的访问并非是常态化的，但该等访问是可能的。比如，公司在调查对电话系统、电子邮件或互联网的可能的滥用时，或为合规或记账的目的所需要时，可能访问相关数据。

The categories of personal data (including **sensitive personal data** highlighted in bold) to be collected and processed by us mainly include the following or part of the following depending on the recruitment process. More detailed data fields and instructions (e.g., whether a data field is mandatory or optional) will be given when you submit your personal data to us.

我们收集并处理的个人信息（包括以粗体显示的**敏感个人信息**）主要包括以下类别，或其中一部分（视招聘流程而定）。当您向我们提交您的个人信息时，我们会给您提供更详细的数据字段和说明（例如，某个数据字段是必填的还是选填的）。

- Basic personal data: name, email address, contact address, gender, date of birth, citizenship, nationality, photograph, **ID number, marital status, criminal convictions and offenses, race/ethnicity, religious or philosophical beliefs, sexual orientation** (for the purpose of diversity and equal opportunity)

基本个人信息：姓名、电子邮箱、联系地址、性别、出生日期、公民身份、国籍、照片、身份证号、婚姻状况、犯罪记录、种族/民族、宗教或哲学信仰、性取向（为增进多样性及平等机会的目的）；

- Application preference: position preference, location preference, recruiting year

申请偏好：职位偏好、工作地点偏好、招聘年份；

- Education and work information: resume/CV, education experience, languages skills, technical skills, qualifications, work eligibility, employment experience, references, **military service, affiliation/membership, regulated status**

教育和工作信息：简历、教育经历、语言能力、技术能力、资格证书、工作资质、就业经历、推荐信、服兵役经历、所属组织/成员身份、受规制状态；

- Background check information: line manager's information, supplier's information, **allegations investigations and proceedings records, biometric/genetic information, details of children / next of kin / dependent**

背景调查信息：直属经理信息、供应商信息、指控调查和诉讼记录、生物特征/基因信息、子女/近亲属/被抚养人的详细信息；

- **Health data: disability, physical or mental health status which may require accommodation in the workplace** (for the purposes of complying with the Company's health and safety practices and obligations)

健康信息：需要在工作场所设置便利设施的残疾、生理或心理健康状况（为符合公司健康与安全实践及义务的目的）。

Purposes and Manners of Processing Personal Data

处理个人信息的目的和方式

Personal data relating to candidates are collected, used, retained, transferred and otherwise processed for several business purposes and HR management related purposes, including but not limited to your job application, recruitment process, background checks, on-boarding preparation, offer proposal and offer letter preparation (if applicable), managing the workforce, business operations, corporate investigations, compliance, taxation calculations, contingency plans, travel relating to recruiting, provision of references to third parties, reimbursement of business costs and expenses and any purposes required by law or regulation. Data may occasionally be used for non-obvious purposes where the circumstances warrant such use in accordance with the applicable data protection laws and regulations in China.

收集、使用、保存、传输及以其他方式处理与候选人有关的个人信息，是为了若干商业目的和人力资源管理相关目的，包括但不限于您的工作申请、招聘流程、背景调查、入职准备、聘用方案和聘用函准备（如适用）、人员管理、公司运营、公司内部调查、合规、计税、应急计划、与招聘有关的差旅、向第三方提供参考或推荐、报销经营成本及费用、以及任何法律法规要求的目的。数据可能偶尔被用作不易预见的目的，如果该等使用在某些情况下被中国适用的个人信息保护法律法规所允许。

Candidates' personal data may be, in both hard-copy and electronic format, collected (e.g., by means of various Internet-based applications), stored (e.g., in the Company's Human Resources system), used and transferred.

候选人的个人信息可能以纸质或电子形式进行收集（如通过各种基于互联网的应用程序）、存储（如在公司的人力资源系统中）、使用及传输。

The Company will process the personal data in the following ways: collecting, recording, copying, systematizing, aggregating, storing, refining (updating, amending), extracting, using, transferring (sharing, providing, authorizing access to, or cross-border transfer of), depersonalizing, anonymizing, deidentifying, restoring, blocking, deleting or destroying (collectively "**processing**") the personal data.

公司将按如下方式处理个人信息：收集、记录、复制、系统化、整合、存储、优化（更新、修改）、提取、使用、传输（共享、提供、授权访问或跨境传输）、去个性化、匿名化、去标识化、恢复、拦截、删除或销毁（以上统称“处理”）。

Transfer of Personal Data

个人信息的传输

The Company is a subsidiary of the Goldman Sachs Group, Inc. **To the extent reasonably necessary, the Company may provide the candidates' personal data to the Goldman Sachs Group, Inc. and any entity which is controlling, controlled by or under common control with the Goldman Sachs Group, Inc. worldwide** (collectively the "**GS Group**", please refer to <https://www.goldmansachs.com/our-firm/locations.html> for details) in order to leverage the global resources and achieve the unified HR management at the group level.

公司是高盛集团公司的一家子公司。在合理必要的范围内，公司可能向高盛集团公司及其在全球范围内控制、受其控制、或与其处于共同控制之下的任何实体（以上统称“高盛集团”，详见<https://www.goldmansachs.com/our-firm/locations.html>）提供候选人的个人信息，从而利用全球资源、实现集团层面统一的人力资源管理。

To the extent reasonably necessary, the Company may provide the candidates' personal data to third-party service providers (used or selected by the Company or the GS Group currently or in the future) in order to facilitate the recruitment, including background check agencies, credit reference and other verification agencies and other professional advisors.

在合理必要的范围内，公司可能向第三方服务提供商（现在或未来由公司或高盛集团使用或选定）提供候选人的个人信息，从而协助招聘。该等第三方服务提供商包括背景调查机构、信用查询和其它验证机构、其它专业顾问。

The above provision of your personal data may constitute international transfer from China (for the sole purpose of this Data Protection Statement, not including Hong Kong, Macau and Taiwan) to other countries/regions that may have different data protection laws and regulations than China. The Company and the GS Group will perform the security obligations and take necessary measures to require the overseas data recipients to safeguard and protect your personal data according to the equivalent standards to the Personal Information Protection Law of China (the "**PIPL**").

上述个人信息提供可能构成从中国境内（仅为本《数据保护声明》之目的，不包含香港、澳门和台湾）跨境传输至其它国家/地区，该等国家/地区可能有着与中国不同的个人信息保护法律法规。公司和高盛集团将履行安全义务，并采取必要措施以确保境外的数据接收方按照中国《个人信息保护法》的同等标准来保障和保护您的个人信息。

You are entitled to make a written request to the Human Capital Management (“HCM”) at gsgH-privacy-info@gsgH.cn to obtain more detailed information about the transfer of your personal data and the data recipients.

您有权通过 gsgH-privacy-info@gsgH.cn 向人力资源部（“HCM”）提交书面请求，以获取关于您的个人信息传输和数据接收方的详细信息。

Retaining Personal Data

个人信息的保存

The Company endeavors to ensure that personal data are kept as current as possible and that irrelevant or excessive data are deleted or made anonymous as soon as reasonably practical. However, some personal data may be retained for varying time periods in order to comply with legal and regulatory obligations and for other legitimate business reasons. The Company will store candidates’ personal data only for a period that is necessary to achieve the abovementioned purposes.

公司尽力保证其保存的个人信息是尽可能最新的，并在合理可行的情况下尽快将无关的或多余的数据进行删除或匿名化。然而，部分个人信息可被保存不同的时间，以符合法定或监管义务、或出于其它正当商业原因。公司仅在为实现上述目的的必要期间内保存候选人的个人信息。

What This Means for You and Your Rights to Personal Data

这对您意味着什么以及您对个人信息的权利

The Company takes appropriate managerial, technical and other necessary measures to protect your personal data in accordance with applicable laws and regulations (typically the PIPL). **If you are in possession of personal data of any kind during the recruitment process, you must ensure that the data are kept in a safe place where unauthorized access cannot occur.** Ensuring the protection and confidentiality of personal data is of vital importance to the Company. Violation of the Company’s policies and procedures in processing any personal data may result in the withdrawal of the offer or after entering the employment relationship, disciplinary actions including termination of employment.

公司采取适当的管理、技术及其它必要措施，根据适用的法律法规（尤其是《个人信息保护法》）保护您的个人信息。**如果您在招聘过程中掌握了任何类型的个人信息，您必须保证该等数据保存在安全的地方、以防未经授权的访问。**确保对个人信息的保护与保密对公司而言至关重要。违反公司关于处理任何个人信息的政策和程序可能导致聘用要约被撤回，或在与公司建立劳动关系后，受到包括解除劳动关系在内的纪律处分。

In accordance with the applicable laws and regulations in China (typically the PIPL), you have the rights to know, decide, access, copy, transfer, correct, supplement, delete, request for explanations, and file a complaint in relation to your personal data. Candidates wishing to exercise any such right should contact HCM at gsgH-privacy-info@gsgH.cn. If the

websites/applications already provide online functions, you can leverage such functions and easily make a request.

根据中国适用的法律法规（尤其是《个人信息保护法》），对于您的个人信息，您具有知情、决定、查阅、复制、转移、改正、补充、删除、要求解释、起诉等权利。希望行使任何该等权利的候选人应通过 gsg-h-privacy-info@gsg-h.cn 联系 HCM。如果网页/应用程序已经提供了线上功能，则您可以利用该等功能便捷地提出请求。

ACKNOWLEDGEMENT AND CONSENT

确认及同意

I acknowledge that I have carefully read and fully understood this Data Protection Statement, and that I consent to the collection, use, storage, retention, transfer and other processing of my personal data (including my electronic personal data) in accordance with its terms.

我确认，我已经仔细阅读并完全理解本《数据保护声明》，并且同意按照其条款对我的个人信息（包括我的电子个人信息）进行的收集、使用、存储、保存、传输及其它处理。

In particular, I consent to the abovementioned processing of my sensitive personal data, the provision of my personal data to the GS Group and third-party service providers, and the international transfer of my personal data from China to abroad, in accordance with this Data Protection Statement. If I provide the GS Group with any other individuals' personal information, such as family members, other non-family contacts, etc., I shall ensure that such individuals are duly informed of, and consent to, such scenarios. I understand that the Company cannot carry out the recruitment without my consent to the above processing.

特别是，我同意按照本《数据保护声明》处理我的敏感个人信息、向高盛集团和第三方服务提供商提供我的个人信息、以及将我的个人信息从中国跨境传输至境外。如我向高盛集团提供任何他人（如家庭成员、非家庭成员的其他联系人等）的个人信息，则我保证该等他人已妥善知悉并同意该等情况。我理解，如果我不同意上述处理活动，公司将无法开展招聘工作。

I will ensure that any personal data to which I have access are treated in accordance with this Data Protection Statement. This applies equally to data relating to employees and clients of the Company, as well as to third parties about whom personal data may be held. In particular, I will not use any such data other than in connection with and to the extent necessary for the purposes of my job application. I understand that these obligations continue to exist after end of my job application with the Company. If I become aware of any improper collection, use, disposal or other processing of any personal data by other data recipients, I should immediately report such issues to the Company.

我保证，我能接触到的任何个人信息都按照本《数据保护声明》进行处理。这也同样适用于与公司的雇员、客户、第三方有关的数据。特别是，除非与我的工作申请目的有关、且在合理必要的范围内，否则我不会使用任何该等数据。我理解，在我与公司的工作申请结束后，上述义务将继续存在。如果我注意到任何其它数据接收方不当地收集、使用、处置或以其他方式处理任何个人信息，我应当立刻向公司报告该等问题。