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台灣招聘多元化數據收集通知與同意書

愛丁頓集團 (The Edrington Group Limited, 地址: 100 Queen Street, Glasgow, Scotland, G1 3DN, 公司編號 SC036374) 期許實踐多元化、公平性和共融策略所提出的目標與承諾, 其中包括反歧視、鼓勵平等和多元化。因此, 我們希望透過多元化監測的方式實現, 以準確了解員工並持續推動這些價值。

我們希望在法律允許的情況下, 依據您的居住地點或職缺, 於應聘資料相關欄位中記錄您的「**多元化資料**」, 包括您的法定性別、種族、身心障礙狀況、性別認同和性取向等。我們將徵求您的同意以保留這些多元化資料, 但您有權拒絕同意這一請求, 我們不會強制要求提供任何資訊。

點擊應聘者個人資料中可用的多元化欄位下方的「儲存」或「套用」即表示您選擇在申請愛丁頓職位的過程中自願提供您的多元化資料。請注意, 資料提供完全是選擇性的。每個類別都有「不希望透露」選項, 如果您不同意愛丁頓處理這些資料, 請於所有可用的多元化資料欄位中勾選之。如果您填寫任何可用的多元化資料欄位, 但並未提供同意, 愛丁頓將在收到資料後的三天內刪除該資訊。

完成下方的同意聲明, 即表示您選擇在申請愛丁頓職位的過程中自願提供您的多元化資料。請注意, 資料提供完全是選擇性的。

參與招聘流程的任何人 (包括任何招聘經理或人才招聘團隊) 都不會存取您提供 (或選擇不提供) 的多元化資料, 亦不會以任何方式影響您的申請流程或結果。

如果您同意並提供您的多元化資料, 我們的全球多元共融 (DE&I) 經理和少數人力資源系統管理員將可以在可識別的層級存取這些資訊。而其處理此資訊的目的, 僅是為了統計公司內部的多元化匿名報告並控管共融性, 這些資訊將與相關內部利害關係人分享, 以幫助愛丁頓了解並提

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升敝司的多元化程度。如果您成功取得敝司的職位，您的多元化資料也可能在有限的時間內提供給有限的人力資源使用者，以完成入職流程。這表示您的資料可能會被傳輸到英國。

如果您想取消授權愛丁頓處理您的多元化資料，可以隨時從您的應聘者個人資料中刪除該資料或以電子郵件聯絡 dataprotection@edrington.com。

請參閱相關的員工招募隱私權政策以深入了解愛丁頓如何處理您的個人資料。

同意

如果您允許台灣愛丁頓寰盛洋酒股份有限公司和愛丁頓集團出於多元化監測目的蒐集和保留與法定性別、種族、身心障礙狀況、性別認同和性取向有關的資訊，請於申請表中勾選相關方框。

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Taiwan Recruitment Diversity Data – Notice and Consent

Edrington Group (The Edrington Group Limited, 100 Queen Street, Glasgow, Scotland, G1 3DN, Company Number SC036374) wants to meet the aims and commitments set out in its Diversity, Equity, and Inclusion Strategy. This includes not discriminating and encouraging equality and diversity. In order to do so, we want to build up and maintain an accurate picture of the make-up of the workforce through diversity monitoring.

We would like to hold data regarding your legal gender, ethnicity, disability, gender identity, and sexual orientation "**your diversity data**" in this section of your candidate profile, in each case as permitted under applicable laws depending on the location of where you reside or the vacancy. We will ask for your consent to holding your diversity data but you do not have to consent to this and it is not mandatory to provide any information.

By clicking "Save" or "Apply" below the available diversity fields in your candidate profile, you are choosing to provide, on a voluntary basis, your diversity data in the course of your application for a role at Edrington – it is entirely optional. Each category has a "prefer not to say" option and you should select this for each of the diversity data fields available if you do not consent to Edrington processing this data. If you complete any of the diversity data fields available but do not provide your consent, Edrington will delete this information upon receipt within three days.

By completing the consent statement below, you are choosing to provide, on a voluntary basis, your diversity data in the course of your application for a role at Edrington – it is entirely optional.

No diversity data you provide (or choose not to provide) will be accessible to anyone involved in the recruitment process (including any hiring managers or the talent acquisition team), nor will it be used influence your application process or outcome in any way.

If you give consent and provide your diversity data, this will be accessible at an identifiable level by our Global DE&I Manager and a small number of HR system administrators, who will process this information solely for the purpose of creating aggregated, anonymised reports for internal diversity and inclusion monitoring purposes, which will be shared with relevant internal stakeholders to help Edrington to understand and increase our diversity as a company. If you are successful in securing a role with us, your diversity data may also be available to a limited number of HR users, for a limited

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period of time, to complete the onboarding process. This means that your data may be transferred to the United Kingdom.

If you would like to withdraw your consent to Edrington processing your diversity data, you may do so at any time by deleting this from your candidate profile or by contacting dataprotection@edrington.com.

Please see the relevant [Our People Recruitment Privacy Policy](#) for further information on how Edrington processes your personal data.

CONSENT

Please tick the relevant box in your application if you give permission to Edrington Taiwan Ltd and Edrington Group to collect and retain information relating to legal gender, ethnicity, disability, gender identity, and sexual orientation for the purposes of diversity monitoring.