

Applicant Privacy Policy

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Applicants located in the European Union, European Economic Area, or UK	EU/EEA/UK-specific notice
Applicants located in the United States	United States-specific notice
Applicants located in California	California-specific notice

Scope of this Notice

This notice pertains to the collection and processing of the personal information of applicants to The Boeing Company and its group of companies ("Boeing"), worldwide.

Who we are

Boeing respects the privacy of applicants and employees, and is committed to complying with applicable privacy and personal data protection laws in every country which we operate. This Applicant Privacy Policy is intended to inform you about how the personal information you submit as a job applicant through this website, and other Boeing recruiting channels, will be handled and protected by Boeing.

The Types of Information We Collect and Why

We collect information from you in connection with your application. Information we collect, and the purpose for collection includes:

Category of Personal Information	Business Purpose
Contact details	For administration purposes during the recruitment process
Application-related documents provided by candidates	To determine your qualifications and reach a hiring decision, to comply with applicable laws, to defend ourselves in claims under such laws, and to establish a basic employment record if hired
Application documents generated by the Company	To assess the job candidate's application and make recruitment decisions
Demographic data that you provide	To permit authorized agencies to review and enforce equal opportunity laws and to support the Company's diversity initiatives when permitted by applicable laws

Safety and health information	To assess public and workplace health and safety, and for contact tracing when necessary
Third-party data	To verify information about your education credentials and prior employment, to follow-up on job references, and to conduct background investigations (as may be applicable for the job and only to the extent allowed by applicable law)
Medical information provided as part of application process	To make reasonable adjustments to the recruitment process, and to evaluate employment suitability (as may be applicable for the job and only to the extent allowed by applicable law)

Boeing collects and uses your personal information for the purpose of determining your qualifications for current or future employment and reaching a hiring decision, to support the Company's diversity initiatives as permitted by law, as well as to comply with applicable laws and regulations, such as laws related to the evaluation of those seeking employment, or to defend ourselves in claims under such laws. Relevant portions of your personal information, if you are hired, also will be used to establish a basic employment record. We do not collect or use the personal information you submit as a job applicant for purposes unrelated to the hiring and onboarding processes.

Boeing may contact you, using the contact information you have provided, for purposes of responding to your application for a particular job or jobs. In addition, you may be notified about new jobs matching your preferences and other events and announcements if you provide consent for these notifications.

How We Collect Your Personal Information

Most of the personal information Boeing collects about you is collected directly from your application and resume or curriculum vitae, which is stored on servers located in the United States. We may also collect this type of information from you through other channels and

data collected through those channels may be stored on servers in other jurisdictions. We may also collect information about you from third parties in order to:

- (a) verify information about your credentials, such as education and prior employment,
- (b) follow-up on references that you may provide, and
- (c) conduct background investigations.

It is Boeing's policy to collect such information from third parties only with your knowledge and agreement. Should Boeing wish to obtain such third-party information about you, and you have not completed an employment application authorizing us to do so, we will contact you and request your authorization to proceed.

If you provide your information through one of our recruitment channels, you will be informed how to access and update that information in that channel. Once your resume is submitted for a specific opening, you will not be able to update the information contained in that copy of your resume. A new resume may be submitted when applying for other positions.

Why We Can Process your Personal Information

We will only collect, use and share your personal data where we are satisfied that we have an appropriate legal basis to do this. This may be because:

- (a) you have voluntarily provided your personal data and consent for us to process it;
- (b) our use of your personal data is in our legitimate interest as a commercial organisation (for example, our legitimate interests in communicating with you; in these cases we will look after your information at all times in a way that is proportionate and respects your privacy rights and you have a right to object to processing as explained in the section [Your Rights and Choices, and How to Exercise Them](#));
- (c) our use of your personal data is necessary to perform a contract or take steps to enter into a contract with you, for example where you apply for a job with us or where you are one of our suppliers;

- (d) where necessary to protect the vital interests of you or another person; and/or
- (e) our use of your personal data is necessary to comply with a relevant legal or regulatory obligation that we have, for example fulfilment of a court order.

Where the collection or processing is based on your consent, you may withdraw your consent at any time to the extent permitted by applicable law.

Who Your Information Is Shared With

Access to your information will be restricted to those Boeing employees and third parties providing services under contract to Boeing who have a need to know the specific information in question in order to carry out their responsibilities with regard to recruitment or employment law. Your information may also be disclosed to governmental entities in compliance with applicable law in the United States and other countries, such as to those agencies authorized to review and enforce equal opportunity laws. We do not disclose applicant information to job banks, other companies, or external parties.

Where Does Your Information Go

Your personal information is transferred to and processed in the United States by Boeing and third parties providing services to Boeing, and may also be transferred to other countries if necessary for the application process (e.g. in order to share the data with local hiring managers). Boeing has put in place adequate measures, such as standard contractual clauses, to adequately protect cross-border transfers, and requires all of its agents to abide by applicable privacy and data protection requirements in the jurisdictions in which they operate.

Retention and Deletion of Your Personal Information

Boeing retains your personal information only as long as is necessary for evaluation of employment, as well as to comply with applicable laws relating to the evaluation of those seeking employment and/or to defend claims made by them against Boeing. After this time,

normally within six years or less, your information is deleted, unless you consent to Boeing retaining your information for a longer period of time.

Automated Decision Making

Boeing does not subject your personal information to any automated decision making with a legal or similarly significant impact.

How we Protect your Information

Boeing uses appropriate administrative, technical, personnel, and physical measures to safeguard your personal information against loss, theft, and unauthorized use or modification. In addition, we exercise special precautions in dealing with applicant personal data defined as sensitive by law. For example, when satisfactory completion of a medical examination is a condition for being hired, no medical information, apart from overall suitability or unsuitability for employment, is provided to hiring managers or stored in a new employee's personnel file.

Applicants from the European Union, European Economic Area, and UK

As part of its commitment to privacy, Boeing participates in programs approved by the European Commission for the adequate protection of personal information transferred to and processed in the United States and requires all of its agents to abide by applicable requirements of these programs (these being the Safe Harbor program from 2004 until 2017 and the EU/U.S. Privacy Shield framework from 2016 to 2020, and the use of standard contractual clauses since 2020.) While applicant data is processed and transferred based upon the reasons described in the [Why We Can Process your Personal Information](#) section, the personal data that is retained to maintain the employment records of successful applicants is processed in accordance with the principles of these programs, as well as the implementation of the principles and requirements of the European Union's General Data

Protection Regulation and the national laws that implement that Regulation on a national level. For those entities, for which Boeing has determined the need to appoint a Data Protection Officer according to the General Data Protection Regulation or local EEA member state/UK data protection law, this function is being carried out by a member of Boeing's Global Privacy Office , who can be contacted as described in the [Contact Us](#) section. You have the right to request from Boeing access to and rectification or erasure of personal data or restriction of processing or to object to processing as well as a right to data portability. Exercise of these rights is facilitated by our [rights exercise portal](#). Please also contact the Global Privacy Office in order to identify the relevant Data Protection Authority if you wish to get in contact with them.

Applicants from the United States

Boeing may deploy certain automated tools to perform specific recruiting tasks that rely on machine learning (also referred to as Automated Intelligence or AI.) These tools automatically score you with a rating based on the match of the information provided by you with the job requisition basic and preferred qualifications. Boeing recruiters utilize the screening score as a guide to further evaluate candidates; the score does not automatically result in a decision as to whether the candidate moves forward.

Boeing keeps your application information for six years or less, and processes it in order to consider you for additional and future job openings at Boeing using an process that uses AI. This process compares the information provided by you against additional and future job requisitions, and alerts Boeing recruiters when there are matches, and recruiters may contact you regarding those requisitions.

If you wish to opt-out of either of these uses of your personal information please submit a request using the information from the [Contact Us](#) section.

Applicants from California

California law provides Boeing job applicants who are residents of the U.S. state of California with specific privacy rights. You are entitled to receive notice about the categories of personal information Boeing has, in the preceding 12 months, collected about you, and for what business purposes that information has been used. This information is provided to you in this notice. Please note that Boeing does not sell job applicant personal information.

Your Rights and Choices, and How to Exercise Them

For those European entities, for which Boeing has determined the requirement to appoint a Data Protection Officer, Boeing's Global Privacy Office performs all of the duties required of a Data Protection Officer specified by the General Data Protection Regulation and/or local law and can be contacted as described under [Contact Us](#).

You have the right to request from Boeing access to and rectification or erasure of personal data or restriction of processing or to object to processing as well as a right to data portability. You may have different choices and privacy rights depending on the jurisdiction in which you live. Exercise of these rights is facilitated by Boeing Privacy Rights Exercise Portal at <https://boeing.com/privacy/rightsexerciseportal>.

Contact Us

If you have questions about Boeing's processing of your personal information, wish to exercise your privacy rights, or wish to file a complaint about it, please contact Boeing's Global Privacy Office using any of the following methods:

- Submit your questions and requests online using the Boeing Privacy Rights Exercise Portal at <https://boeing.com/privacy/rightsexerciseportal>
- Call the Global Privacy Office Hotline at +1 (206) 544-2406 or toll-free at +1 (877) 544-2407
- Submit your questions and requests to the Global Privacy Office e-mail account at globalprivacy@boeing.com
- Write us at:

Privacy Rights Request
Boeing Global Privacy Office
Mail Code 45-27
9725 East Marginal Way S.
Seattle, WA 98108

You may also refer issues to the Privacy or Data Protection/Supervisory Authority where you live: <https://www.boeing.com/privacy/authorities.html>

How we Manage Updates to This Policy

From time to time Boeing may need to revise this Applicant Privacy Policy. Should we do so, we will also change the date indicated below. We encourage you to check back at this website periodically, in order to be aware of the most recent version of the Applicant Privacy Policy.

Effective Date: April 11, 2022

Previous Notice Date: January 1, 2020