

Global Privacy Policy to Prospects	针对候选人的全球隐私政策
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Overview	概述
When a prospect (herein “you”) is sourced for a job, personal data will be collected by Unity Technologies (herein “we”, “us”, or “our”). We are a controller of the information that is collected during the recruitment process.	在为某个职位搜寻候选人（以下称“您”）时，Unity Technologies（以下称“我们”）将收集您的个人数据。我们是在招聘过程中所收集信息的控制者。
We respect your privacy and are committed to protecting your personal data. This Privacy Policy will cover:	我们尊重您的隐私，承诺保护您的个人数据。本隐私政策将涵盖：
<ul style="list-style-type: none"> • Personal Information We Collect 	<ul style="list-style-type: none"> • 我们收集的个人信息
<ul style="list-style-type: none"> • Sources of Personal Information 	<ul style="list-style-type: none"> • 个人信息的来源
<ul style="list-style-type: none"> • Purpose of Collecting Personal Information 	<ul style="list-style-type: none"> • 收集个人信息的目的
<ul style="list-style-type: none"> • How Long We Retain Your Personal Information 	<ul style="list-style-type: none"> • 我们会将您的个人信息保留多久
<ul style="list-style-type: none"> • With Whom We Share Information 	<ul style="list-style-type: none"> • 我们与谁共享信息
<ul style="list-style-type: none"> • Transfers out of Country of Collection 	<ul style="list-style-type: none"> • 向收集国以外转移
<ul style="list-style-type: none"> • Sale of Personal Information 	<ul style="list-style-type: none"> • 出售个人信息
<ul style="list-style-type: none"> • Your Rights 	<ul style="list-style-type: none"> • 您的权利

<ul style="list-style-type: none"> • Safeguards 	<ul style="list-style-type: none"> • 保障措施
<ul style="list-style-type: none"> • How to Contact Us 	<ul style="list-style-type: none"> • 如何联系我们
<ul style="list-style-type: none"> • Changes to this Privacy Policy 	<ul style="list-style-type: none"> • 本隐私政策的变更
Personal Information We Collect	我们收集的个人信息
We collect personal information that is relevant to recruitment related activities including:	我们收集与招聘活动相关的个人信息，包括：
<ul style="list-style-type: none"> • Information that has been made publicly available such as on social media accounts (e.g., LinkedIn), personal websites etc. 	<ul style="list-style-type: none"> • 在社交媒体帐户（如 LinkedIn）、个人网站等上公开的信息
<ul style="list-style-type: none"> • Contact information such as name, email address, physical address, telephone number etc. 	<ul style="list-style-type: none"> • 联系信息，如姓名、电子邮件地址、物理地址、电话号码等
<ul style="list-style-type: none"> • Resume or CV, cover letter, transcripts, or other documentation provided to us in support of your referral 	<ul style="list-style-type: none"> • 为支持您的推荐而提供给我们的简历、求职信、成绩单或其他文档
<ul style="list-style-type: none"> • Education and employment history, including referral information 	<ul style="list-style-type: none"> • 教育背景和工作经历，包括推荐信息
<ul style="list-style-type: none"> • Information related to previous and current applications/ employments with Unity Technologies or its subsidiaries 	<ul style="list-style-type: none"> • 与 Unity Technologies 或其子公司以前和当前的申请/工作相关的信息

<p>In some circumstances we may collect “Sensitive Personal Information” either due to legal requirements or other legitimate recruitment purposes, examples of which are detailed in the section below. Sensitive Personal Information collected for legitimate recruitment and employment purposes. The following Personal Information is considered ‘sensitive’:</p>	<p>在某些情况下，我们可能会因法律规定或其他合法招聘目的收集“敏感的个人信息”，示例详见下文。为合法的招聘和雇用目的而收集的敏感个人信息。以下个人信息被视为“敏感”信息：</p>
<ul style="list-style-type: none"> ● Racial or ethnic origin, political opinions, and religious or philosophical beliefs; 	<ul style="list-style-type: none"> ● 种族或民族本源、政治观点、宗教或哲学信仰；
<ul style="list-style-type: none"> ● Trade-union membership; 	<ul style="list-style-type: none"> ● 工会成员资格；
<ul style="list-style-type: none"> ● Genetic data and biometric data processed solely to identify a human being; 	<ul style="list-style-type: none"> ● 单独用来识别一个人的基因数据和生物特征数据；
<ul style="list-style-type: none"> ● Health-related data; 	<ul style="list-style-type: none"> ● 健康相关数据；
<ul style="list-style-type: none"> ● Criminal history data; and 	<ul style="list-style-type: none"> ● 犯罪历史数据；以及
<ul style="list-style-type: none"> ● Data concerning a person’s sex life or sexual orientation 	<ul style="list-style-type: none"> ● 有关个人性生活或性取向的数据
<p>Sources of Personal Information</p>	<p>个人信息的来源</p>
<p>We collect Personal Information from the following sources:</p>	<p>我们从以下来源收集个人信息：</p>
<ul style="list-style-type: none"> ● Employment agencies and recruiters; 	<ul style="list-style-type: none"> ● 就业中介机构和招聘人员；

<ul style="list-style-type: none"> • Social media accounts (e.g., LinkedIn), personal websites etc.; 	<ul style="list-style-type: none"> • 社交媒体帐户 (如 LinkedIn)、个人网站等；
<ul style="list-style-type: none"> • Referrals; and 	<ul style="list-style-type: none"> • 推荐人；以及
<ul style="list-style-type: none"> • Third parties with whom we engage with to assist with our recruitment efforts 	<ul style="list-style-type: none"> • 与我们合作以协助我们开展招聘工作的第三方
<p>Purpose of Collecting Personal Information</p>	<p>收集个人信息的目的</p>
<p>Where our processing activities fall within the scope of the General Data Protection Regulation 2016/679 (the “GDPR”) we must establish a legal basis for that processing.</p>	<p>如果我们的处理活动属于《一般数据保护条例》(“GDPR”) 2016/679 号的范围，我们必须为此等处理建立法律依据。</p>
<p>Most commonly, we will rely on the following legal bases:</p>	<p>最常见的是，我们将依赖以下法律依据：</p>
<ul style="list-style-type: none"> • where it is necessary to comply with a legal obligation on us; 	<ul style="list-style-type: none"> • 需要遵守我们的法律义务时；
<ul style="list-style-type: none"> • where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests. For example, Unity has a legitimate interest in the processing and group-wide transfer of Personal Data for group company internal business purposes, including to solicit, evaluate, 	<ul style="list-style-type: none"> • 我们的合法权益 (或第三方的合法权益) 以及您的权益和基本权利不应凌驾于这些权益之上。例如，Unity 享有处理以及在集团范围内传送个人数据用于集团公司内部业务目的的合法权益，包括征集、评估、与求职者沟通和选拔求职者，

<p>communicate with and select applicants for employment, to manage the centralization of data processing activities, to design and improve upon efficient and workable business processes, to allow cross-company teams to work together, to make business processes more efficient and cost effective, and to assess and improve our recruitment and hiring processes.</p>	<p>管理集中数据处理活动，设计和改进高效、可行的业务流程，实现跨公司团队合作，提高业务流程的效率和成本效益；以及评估和改进我们的招聘和雇用流程。</p>
<p>We may also use your Personal Information in the following situations, which are likely to be rare:</p>	<p>我们也可能在以下有可能较为少见的情况下使用您的个人信息：</p>
<ul style="list-style-type: none"> ● where it is necessary to protect your (or someone else's) vital interests; 	<ul style="list-style-type: none"> ● 需要保护您（或他人）的切身利益；
<ul style="list-style-type: none"> ● where it is necessary for reasons of public interest in the area of public health; 	<ul style="list-style-type: none"> ● 需要出于公共卫生领域公共利益的原因；
<ul style="list-style-type: none"> ● where it is necessary to carry out the obligations and exercising your or Unity's rights in the field of employment and social security and social protection law; 	<ul style="list-style-type: none"> ● 需要履行就业、社会保障和社会保护法律方面的义务和行使您或Unity 的权利；
<ul style="list-style-type: none"> ● in the case of Sensitive Personal Information, where it is necessary for reasons of substantial public interest; 	<ul style="list-style-type: none"> ● 就敏感的个人信息而言，出于重大公共利益的需要；

<ul style="list-style-type: none"> ● in the case of Sensitive Personal Information, where it is necessary for us to defend, prosecute or make a claim against you, us or a third party; and 	<ul style="list-style-type: none"> ● 就敏感的个人信息而言，我们需要针对您、我们或第三方进行辩护、起诉或索赔；以及
<ul style="list-style-type: none"> ● in the case of Sensitive Personal Information, where you have made the information manifestly public. 	<ul style="list-style-type: none"> ● 就敏感的个人信息而言，您已将信息公开。
<p>How Long We Retain Your Personal Information</p>	<p>我们会将您的个人信息保留多久</p>
<p>Your Personal Information will be retained by us for as long as we determine it is necessary to fulfil the processing purpose(s) for which it was collected, as set out in this Privacy Policy (and any other permissible, related purposes) including to evaluate your application for employment.</p>	<p>我们将保留您的个人信息，直至我们认为履行本隐私政策载明的所收集个人信息的处理目的（以及其他许可的相关目的），包括评估您的雇佣申请，不再需要我们保留为止。</p>
<p>The criteria used to determine our retention periods include:</p>	<p>用于确定我们的保留期的标准包括：</p>
<ul style="list-style-type: none"> ● The length of time we have an ongoing relationship with you; 	<ul style="list-style-type: none"> ● 我们与您保持持续关系的时间长短；
<ul style="list-style-type: none"> ● Whether there is a legal obligation to which we are subject (for example, certain laws require us to keep records of your transactions for a certain period of time before we can delete them); or 	<ul style="list-style-type: none"> ● 我们是否有法律义务（例如，某些法律要求我们将您的交易记录保留一段时间，然后才能删除）；或者

<ul style="list-style-type: none"> • Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations). 	<ul style="list-style-type: none"> • 鉴于我们的法律立场（如在适用时效、诉讼或监管调查方面），是否应该予以保留。
<p>If you are hired, we will retain your applicant information as part of your employee record. If you are not hired, we may use your applicant information in considering you for other opportunities. If you do not want your information to be used for purposes other than the role you applied to, please let us know by emailing dpo@unity3d.com.</p>	<p>如果您被录用，我们将保留您的申请人信息，将其编入员工记录。即使您未被录用，我们也可能保留您的申请人信息，以便在有其他机会时加以考虑。如果您不希望将您的信息用于所申请职位以外的其他用途，请发送电子邮件至 dpo@unity3d.com 告知我们。</p>
<p>If determined that you should move forward in the process, our Global Privacy Policy Notice to Applicants supersedes this policy.</p>	<p>如果我们决定让您进入下一阶段，我们的《针对申请人的全球隐私政策》将取代本政策。</p>
<p>We may use your Prospect Information in considering you for other opportunities. If you do not want your information to be used in this way, please let us know.</p>	<p>我们可能保留您的候选人信息，以便在有其他机会时加以考虑。如果您不希望我们以这种方式使用您的信息，请告知我们。</p>
<p>With Whom We Share Information</p>	<p>我们与谁共享信息</p>
<p>We may share your Prospect Information with:</p>	<p>我们可能会与以下各方共享您的候选人信息：</p>

<ul style="list-style-type: none"> ● Our subsidiaries and affiliates 	<ul style="list-style-type: none"> ● 我们的子公司和附属机构
<ul style="list-style-type: none"> ● The employee who referred you (if applicable) 	<ul style="list-style-type: none"> ● 推荐您的员工（如适用）
<ul style="list-style-type: none"> ○ The information that is shared here is name of applicant, position referred for, stage in the recruitment process, and status of application. 	<ul style="list-style-type: none"> ○ 此处共享的信息有申请人姓名、所推荐的职位、招聘过程中所处的阶段以及申请状态。
<ul style="list-style-type: none"> ● Providers engaged by us to help manage our recruitment and hiring process on our behalf. 	<ul style="list-style-type: none"> ● 我们聘请的代表我们帮助管理招聘和雇用流程的提供商。
<ul style="list-style-type: none"> ● Other third parties. We may share Prospect Information with other third parties such as 	<ul style="list-style-type: none"> ● 其他第三方。我们可能会与其他第三方共享候选人信息，例如
<ul style="list-style-type: none"> ○ Referees, when you have given us permission to contact them 	<ul style="list-style-type: none"> ○ 您已允许我们联系的推荐人
<ul style="list-style-type: none"> ○ Those who require it as needed to establish, exercise, or defend against potential, threatened or actual legal proceedings 	<ul style="list-style-type: none"> ○ 必要时要求其建立、行使或抗辩潜在、威胁或实际的法律诉讼的人员
<ul style="list-style-type: none"> ○ To those who require it for safety, security, and legal compliance: We may share your information: 	<ul style="list-style-type: none"> ○ 因安全、安保和法律合规对其有要求的人员：在以下情况下，我们可能会共享您的信息：

<ul style="list-style-type: none"> ■ When we have a good faith belief that we are required to disclose the information in response to legal process (e.g., if we receive a court order, search warrant, subpoena, or similar legal process); 	<ul style="list-style-type: none"> ■ 当我们善意地相信为了遵守法律程序而必须披露信息时（例如，如果我们收到法庭命令、搜查令、传票或类似的法律程序）；
<ul style="list-style-type: none"> ■ To satisfy any applicable laws or regulations; 	<ul style="list-style-type: none"> ■ 遵守任何适用的法律或法规；
<ul style="list-style-type: none"> ■ When we have a good faith belief that there is a meaningful risk that poses a threat to the safety of you, another person or the public generally; and 	<ul style="list-style-type: none"> ■ 当我们善意地相信存在对您、他人或大众的安全构成威胁的重大风险时；以及
<ul style="list-style-type: none"> ○ Acquirers and their professional advisors in business transactions or negotiations of potential transactions involving a corporate divestiture, merger, consolidation, acquisition, reorganization, sale or other disposition of all or any 	<ul style="list-style-type: none"> ○ 涉及公司剥离、兼并、整合、收购、重组、出售或以其他方式处置 Unity 的全部或任何部分的业务或资产或股票权益的商业交易或潜在

<p>portion of the business or assets of, or equity interests in, Unity.</p>	<p>交易的谈判中的收购者及其专业顾问。</p>
<p>Transfers out of Country of Collection</p>	<p>向收集国以外转移</p>
<p>Unity has implemented and maintains a framework consistent with applicable law for transfers of information outside of the country of collection, including for transfers out of the EEA.</p>	<p>Unity 实施并维护了与向收集国以外转移信息的适用法律一致的框架，包括向 EEA 以外转移。</p>
<p>Your Personal Information may be stored and processed in any country where we have facilities or in which we engage service providers, and by using the Services you understand that your information will be transferred to countries outside of your country of residence, including the United States, which may have data protection rules that are different from those of your country. In certain circumstances, courts, law enforcement agencies, regulatory agencies or security authorities in those other countries may be entitled to access your Personal Information.</p>	<p>我们可能会在我们拥有设施或我们与服务提供商合作的任何国家或地区存储和处理您的个人数据，一旦使用这些服务，即表明您了解，会将您的个人数据转移到您居住国以外的国家或地区，包括美国，其数据保护规则可能与您所在的国家或地区不同。在某些情况下，其他国家的法院、执法机构、监管机构或安全部门可能有权访问您的个人信息。</p>
<p>ADDITIONAL INFORMATION REGARDING THE EEA: Some of the non-EEA countries are recognized by the European Commission as providing an</p>	<p>关于 EEA 的其他信息：欧盟委员会认可一些非-EEA 国家根据 EEA 标准提供充分的数据保护（这些国家的完整清单请参</p>

<p>adequate level of data protection according to EEA standards (the full list of these countries is available at: https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en). For transfers from the EEA to countries not considered adequate by the European Commission, we have put in place adequate measures, such as standard contractual clauses adopted by the European Commission to protect your Personal Information. You may obtain a copy of these measures by contacting dpo@unity3d.com.</p>	<p>见：https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en)。对于从 EEA 向欧盟委员会认为不充分的国家的转移，我们采取了适当的措施，如欧盟委员会为保护您的个人信息所采用的标准合同条款。您可联系 dpo@unity3d.com 获得这些措施的副本。</p>
<p>Sale of Personal Information</p>	<p>出售个人信息</p>
<p><i>Unity does not provide your personal information in direct exchange for money. Therefore, in the literal sense, Unity does not sell your information. However, the CCPA requires Unity to disclose if it sells personal information and under the CCPA's expansive definition of "sell", the following activities may constitute a CCPA sale of information.</i></p>	<p><i>Unity 不会为了换取金钱利益而提供您的个人信息。换句话说，Unity 不会出售您的信息。但是，CCPA 要求 Unity 披露其是否出售个人信息，而根据 CCPA 对“出售”的宽泛定义，以下活动可能构成 CCPA 所谓的信息出售。</i></p>
<p>Website Cookies</p>	<p>网站 Cookie</p>

<p><i>Unity sets cookies when you visit our website, and some may be shared with certain third-party marketing partners in order for us to reach you with new offers. You can get full information on our Cookie Policy here. Sharing cookies with certain third parties may be considered a “sale” under the CCPA.</i></p>	<p>当您访问我们的网站时，Unity 会设置一些 Cookie，其中一些可能会与某些第三方市场营销合作伙伴共享，以便我们为您提供新的优惠。您可以在此处获取有关我们的 Cookie 政策的完整信息。根据 CCPA 的定义，与某些第三方共享 Cookie 可能被视为“出售”行为。</p>
<p>Your Rights</p>	<p>您的权利</p>
<p>You have the right, in certain circumstances, to:</p>	<p>在某些情况下，您有权：</p>
<ul style="list-style-type: none"> ● Request access to your Personal Data. 	<ul style="list-style-type: none"> ● 要求查阅您的个人数据。
<ul style="list-style-type: none"> ● Request that your Personal Data be rectified or erased. 	<ul style="list-style-type: none"> ● 要求更正或删除您的个人数据。
<ul style="list-style-type: none"> ● Request that processing of your Personal Data be restricted. 	<ul style="list-style-type: none"> ● 要求限制处理您的个人数据。
<ul style="list-style-type: none"> ● Request to receive Personal Data you have provided to Unity in a structured, commonly used, and machine-readable format for onward transmission. 	<ul style="list-style-type: none"> ● 要求以结构化、常用和机器可读的格式将您提供给 Unity 提供的个人数据提供给您以便转交。
<ul style="list-style-type: none"> ● Object to the processing of your Personal Data. 	<ul style="list-style-type: none"> ● 反对处理您的个人数据。
<ul style="list-style-type: none"> ● To opt out of sales of your Personal Data. 	<ul style="list-style-type: none"> ● 选择不出售您的个人数据。
<ul style="list-style-type: none"> ● To appoint a third-party representative to assist you with exercising your rights. 	<ul style="list-style-type: none"> ● 委托第三方代表协助您行使权利。

<ul style="list-style-type: none"> ● Not to be discriminated against for exercising your rights. <ul style="list-style-type: none"> ○ Please note that Unity does not discriminate based on you exercising your rights. 	<ul style="list-style-type: none"> ● 不因行使您的权利而受到歧视。 <ul style="list-style-type: none"> ○ 请注意，Unity 不会因您行使自己的权利而区别对待您。
<p>To exercise any of the above rights, please contact us using one of the methods listed below. We will consider and act upon all requests in accordance with applicable laws.</p>	<p>为行使任何上述权利，请使用下列一种方式与我们联系。我们将根据适用法律考虑所有请求并据此采取行动。</p>
<p>In addition, where our processing activities in respect of your Personal Data are subject to the GDPR, you may lodge a complaint with a European Union supervisory authority. If you do have a complaint, we would appreciate the chance to deal with your concerns before approaching your supervisory body, so please contact us at dpo@unity3d.com if you wish to discuss any complaint. You can find your supervisory authority here.</p>	<p>另外，在我们依据 GDPR 进行有关您个人数据的处理活动时，您可向欧盟监管机构提出投诉。如果您有任何投诉，先处理您所关心的问题，然后再联络您的监管机构，对此我们将不胜感激，因此，如果您希望讨论任何投诉，请联络我们 (dpo@unity3d.com)。您可以在此处查找您的监管机构。</p>
<p>Safeguards</p>	<p>保障措施</p>
<p>We employ a variety of measures to safeguard the collection, transmission, and storage of the information we collect. These measures vary based on the sensitivity of the information that we</p>	<p>我们采取了多种措施来保护您个人信息的收集、传输和存储。这些措施因收集、处理和存储的信息的敏感性以及当前技术水</p>

<p>collect, process, and store, and the current state of technology. Please note that no system can be guaranteed to be 100% secure. Therefore, while we strive to employ reasonable protections for your information that are appropriate to its sensitivity, we cannot guarantee or warrant the security of the information you share with us and we cannot be responsible for the theft, destruction, loss or inadvertent disclosure of your information. We have put in place procedures to deal with any suspected personal data</p>	<p>平而有所不同。请注意，任何系统都不能保证 100% 安全。因此，虽然我们竭尽全力对您的信息采取与其敏感性相对应的合理保护措施，但不能保证或担保您分享给我们的信息绝对安全，也不能对您的信息被盗、损坏、丢失或意外泄露负责。我们制定了相应的程序来处理任何可疑的个人数据</p>
<p>How to Contact Us</p>	<p>如何联系我们</p>
<p>Questions, comments and requests regarding this policy are welcomed and should be addressed to our Data Protection Officer at:</p>	<p>如对本政策有任何疑问、意见和要求，请联络我们的数据保护官：</p>
<ul style="list-style-type: none"> • dpo@unity3d.com 	<ul style="list-style-type: none"> • dpo@unity3d.com
<ul style="list-style-type: none"> • Unity Technologies, 30 3rd Street, San Francisco, CA 94103 (United States contact) 	<ul style="list-style-type: none"> • Unity Technologies, 30 3rd Street, San Francisco, CA 94103 (美国联系方式)
<ul style="list-style-type: none"> • Unity Technologies ApS, Niels Hemmingsens Gade 24, 1153 Copenhagen, Denmark (European Union contact) 	<ul style="list-style-type: none"> • Unity Technologies ApS, Niels Hemmingsens Gade 24, 1153 Copenhagen, Denmark (欧盟联系方式)

Changes to This Privacy Policy	本隐私政策的变更
We reserve the right to change our practices and this policy at any time. We may also send an email or provide notice within some or all of our offerings when this policy changes. We encourage you to check this page regularly so that you know what our current practices are.	我们保留随时更改我们的做法和本政策的权利。当本政策发生变更时，我们可能会发送电子邮件或在我们的部分或全部产品中提供声明。我们建议您定期访问本页面，以便了解我们当前的做法。