



Privacy Statement for Applicants for corporate jobs at McDonald's Suisse Restaurants Sàrl

Effective Date: 8 December 2025

1. Scope

This Statement explains how McDonald's Suisse Restaurants Sàrl manages the personal data of applicants for corporate jobs in accordance with the Swiss Federal Act on Data Protection (FADP).

2. Who is the Data Controller

McDonald's Suisse Restaurants Sàrl, CH – 1023 Crissier, is the data controller in accordance with the FADP.

3. Information We Collect

For your account creation and any of your applications, the following data are processed:

- Contact details (e.g. name, address, phone number, email).
- Login credentials for our recruitment platform; (e.g. usernames and passwords).
- Demographic data (e.g. gender, date of birth, nationality, residence, work permit status).
- Employment history, education, qualifications, references, and other application-related data.
- In specific cases and if permitted by law: results of background checks (e.g. criminal record).

4. Purposes of Processing

The purposes of processing the data are:

- Recruitment and staffing.
- Workforce planning and management.
- Application administration.
- Legal and compliance obligations.
- Dispute resolution and internal investigations.
- Communication facilitation.
- Security and risk management.



5. Legal Basis for Processing

- Most data processing we carry out is essential for entering into, performing, and closing contracts with you. Without it, we cannot provide the services.
- Other processing is based on our or third parties' legitimate interests, such as for security, statistics, or legal dispute management.
- Some processing is required by Swiss or foreign law. If not directly mandated, it is based on our legitimate interest in complying with applicable legal obligations.
- Where a situation and processing requires a clear, affirmative action from you, we rely on your consent. You can freely choose to give or withhold consent. If you refuse, we will explain the consequences. Processing will stop unless another legal basis applies.

6. Data Sharing and Market Visibility

Your data can be shared with:

- McDonald's Corporation and its wholly owned subsidiaries worldwide ("McDonald's Group").
 - Depending on your selected visibility preferences during the application ("Any company recruiter worldwide /Any company recruiter in my country/region of residence / Only recruiters managing jobs I apply to") your data may be made specifically visible to recruiters within the McDonald's Group from other markets.
 - Only staff from HR services and individuals responsible for candidate selection have access to your data.
 - You may change your visibility settings at any time.
- Third-party service providers (e.g. provider of recruitment platform, IT & Security support, consultants).
- Government authorities (e.g. regulatory bodies, law enforcement).

7. International Data Transfers

To provide our services, your data may be transferred to other countries. During international transfers, McDonald's applies appropriate safeguards in accordance with the Swiss Federal Act on Data Protection (FADP) and the EU General Data Protection Regulation (GDPR).

Transfers to the United States within McDonald's Group: When your data is transferred to the United States within the McDonald's Group, it is protected under the Swiss-U.S. Data Privacy Framework (DPF) and the EU-U.S. DPF, which are recognized mechanisms for ensuring adequate data protection.



Transfers to other countries or outside McDonald's Group: If your data is transferred to countries not covered by an adequacy decision or outside the McDonald's Group, we apply additional safeguards. These may include: (i) use of the Swiss-U.S. DPF and/or EU-U.S. DPF, where applicable; (ii) implementation of Standard Contractual Clauses (SCCs) approved by the European Commission and recognized under Swiss law; (iii) other legally approved mechanisms to ensure your data remains protected. These safeguards are designed to ensure your data is treated with the same level of protection as required in Switzerland and the European Union.

9. Retention

Applicants profile:

- Once your application profile is created, you can access your application profile at any time to modify your data or delete your profile.
- When deleting an application profile, all data is anonymized, all attached documents are deleted, and all ongoing applications are automatically withdrawn.

The application profile is automatically deleted if it has not been used for three months.

Applications files:

- If your application leads to employment within McDonald's, your application-related data will be stored in your personnel file.
- Data and documents related to other applications to McDonald's will be deleted or anonymized.
- If your application does not lead to employment, your data and documents will be automatically deleted no later than three months after the end of the recruitment process, and your data will be anonymized.

10. Your Rights

At any time, you can exercise your rights related to your data:

- Access your data.
- Rectification of inaccurate or incomplete data.
- Erasure of data where legally permissible.
- Restriction of processing under certain conditions.
- Objection to processing based on legitimate interests.
- Data portability.
- Withdrawal of consent, which will result in the deletion of your profile and application.



11. How to Contact Us

If you have any questions or concerns regarding the processing of your data under this privacy statement or would like to exercise your rights under FADP, you may contact us by email at info@ch.mcd.com, or by mail at McDonald's Suisse Restaurants Sàrl, to the attention of Human Resources, Rue de Morges 23, CH-1023 Crissier.

12. Changes to this Privacy Statement

We may update this Privacy Statement from time to time to reflect changes in our practices, legal requirements, or services. When we make changes, we will revise the Effective Date at the top of this statement. We encourage you to review this statement periodically to stay informed about how we protect your data.