



PRIVACY NOTICE

United Technologies Corporation and its subsidiaries and affiliates (collectively, “UTC”) are committed to protecting the privacy of visitors to its website. UTC has implemented technical, administrative, and physical measures to safeguard any personal information that we may collect. In collecting, using, or disclosing personal information through this site and from job applicants, UTC will adhere to this Notice and applicable local laws. Where there is a conflict between local law and this Notice, local law will apply.

This website is intended only for individuals who are at least 18 years of age and who are seeking to apply for employment with UTC.

What personal information does UTC collect?

Information collected directly from you

In order to apply for a job or receive information from UTC about job openings, you will be asked to provide personal information. The personal information that you may be requested to provide includes your:

- Name and contact information, including home address, home telephone, and email address
- Date of Birth (except in Canada)
- Tax Identification or other government identification number (except in Canada)
- Work history
- Education
- Citizenship
- Eligibility or right to work
- Interest in employment opportunities
- Job specific questions that relate to your fitness for a particular job
- Employment history
- Information regarding potential conflict of interest issues, such as whether you have previously worked for a government agency, are related to a government official, or are subject to a restrictive covenant with a current or former employer
- Information you provide to create security questions and answers used to validate your identity when you return to the website

In some countries, UTC will also ask individuals to self-identify their ethnicity, gender, veteran status, and disability information. That information is totally voluntary and your decision to provide or withhold any of that information will not negatively impact whether or how we consider you for employment.

UTC will only collect and use sensitive personal information to the extent strictly necessary and in accordance with applicable law. Where required by law, UTC will obtain explicit consent before collecting or using your sensitive personal information. In certain instances, your failure to consent



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to the collection or use of your sensitive personal information may prevent UTC from offering you a job.

Information collected through your computer or internet browser

In addition to the information that you may provide to UTC, UTC monitors user traffic patterns throughout the website according to a user's domain name, browser type, date and time of access, and pages viewed. Our web servers collect the domain names, but not the e-mail addresses, of visitors. This information is collected in order to measure the number of visitors to our website and to determine which areas of the website users find useful based upon the amount of traffic to particular areas. UTC uses this information to enhance users' experience with the website and to better prepare future content based on the interests of users.

How does UTC use the personal information it collects?

Any personal information collected will be used to:

- enable you to express interest in and/or allow you to apply for employment with UTC;
- consider you application for employment;
- comply with legal and regulatory requirements involving job applicants, which may include providing reports to government agencies and screening for international trade compliance purposes;
- verify your identity to ensure security for one of the other purposes listed here;
- ensure or enhance the security and functionality of UTC's electronic systems;
- populate your employee records in the event that you are hired;
- understand and improve UTC's recruitment practices;
- protect against fraud; and
- conduct internal investigations and comply with legal obligations.

UTC takes commercially reasonable steps to ensure that the personal information it uses is relevant, accurate, current, and complete.

Does UTC share the information it collects?

Within UTC

All personal information you submit through this website is collected by UTC in the United States and will be shared in the jurisdiction where the contact for the position is located. Additionally, because UTC is a global company with locations in many different countries, we may transfer your information from one legal entity to another or from one country to another in order to accomplish the purposes listed above. We will transfer your personal information consistent with applicable legal requirements. If you do not want your information transferred to other UTC legal entities or transnationally, do not provide us with your personal information.

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With Third Parties

UTC may share your personal information with third parties to:

- allow service providers UTC has retained to perform services on our behalf, but only under a contract that restricts the use of personal information to that which is necessary to provide the services or to comply with legal requirements;
- comply with legal obligations, including if we are required to do so by law, in response to a legitimate legal request from law enforcement authorities or other government regulators;
- maintain the security and integrity of our networks and systems;
- investigate suspected or actual illegal activity;
- prevent physical harm or financial loss; or
- support the sale or transfer of all or a portion of our business or assets (including through bankruptcy).

How does UTC use cookies or other tracking technologies?

Cookies are small text files sent to and stored on users' computers that allow websites to recognize repeat users, facilitate users' access to websites, and allow websites to compile aggregate data that will allow content improvements. Cookies do not damage users' computers or files. Web beacons are transparent graphic images, often just the size of a single pixel, that allow websites to track activity on the site.

UTC uses both cookies and web beacons on this website to collect aggregate and anonymous usage data so that UTC can improve the functionality of the website. UTC may also use cookies to enhance your user experience. For example, the website may permit you to select a language and/or geographic location preference, which will be stored for future visits.

This website uses third-party cookies from UTC's service providers that track sessions, user inputs, and user authentication. Our service providers also use cookies to determine whether you navigated to this website from an external one to track the effectiveness of external postings.

If you do not want cookies to be accessible by this or any other UTC website, you should adjust the settings on your browser program to deny or disable the use of cookies. You can find additional information on cookies and web beacons at <http://www.allaboutcookies.org/>.

How can you access or change your personal information?

To access or change your information, you can log into your profile and make any corrections or deletions required. To report problems with the website or to pose questions or concerns, contact us by emailing careers@utc.com.



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How long will UTC retain personal information collected on this website?

UTC will retain profiles on this site for a maximum of three years from the date of last activity, except where law or regulation, court, administrative or arbitration proceeding, or an audit requirement requires otherwise.

If you would like to have your personal information deleted from our systems, email careers@utc.com. Unless applicable law or regulation, court, administrative or arbitration proceeding, or an audit requirement prevents deletion, UTC will delete your personal information within a reasonable period of time and keep only a log of your name, the date of your deletion request, the job(s) for which you applied, and the country from which you applied. UTC retains this information to demonstrate that it has complied with your request.

Beyond the retention periods and for applicants who have requested deletion, UTC may retain anonymous data for statistical purposes to understand and improve its recruitment practices.

What should you understand about the third party links that may appear on this website?

In some instances, UTC may provide links to non-UTC controlled websites. However, UTC does not control such third-party websites, and cannot be responsible for the content or the privacy practices employed by other websites.

What additional information should website users in California know?

Annually California residents may request and obtain information that UTC shared with other businesses for their own direct marketing use within the prior calendar year (as defined by California's "Shine the Light Law"). Because UTC does not share personal information of job applicants with third parties for their direct marketing efforts, this law does not apply to personal information collected on this website.

How might UTC change this notice?

As UTC expands and improves this website, we may need to update this notice. This policy may be modified from time to time without prior notice. We encourage you to review this policy on a regular basis for any changes.

How can you contact UTC?

If you have any comments or questions or if there are other things we can do to maximize the value of this website to you, please email careers@utc.com. If you have questions about UTC's privacy practices in general, please email privacy.compliance@utc.com or write to United Technologies Corporation – Global Ethics and Compliance, 10 Farm Springs Road, Farmington, CT 06032 USA.