

PRIVACY NOTICE

隐私声明

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JAS Worldwide, Inc. and our subsidiaries and affiliates (collectively, “JAS”) respect your privacy. This Privacy Notice describes the types of personal information we obtain and process, how we use the information, with whom we share it, and the choices available regarding our use of the information. The Privacy Notice also describes the measures we take to safeguard the personal information and how you can contact us about our privacy practices.

JAS Worldwide, Inc.以及我们的子公司和关联公司（合称“JAS”）尊重您的隐私。本《隐私声明》描述了我们获取和处理个人信息类型、我们如何使用该信息、我们与谁共享该信息，以及关于我们使用该信息的可用选择。本《隐私声明》还描述了我们采取保护个人信息的措施，以及您如何就我们的隐私措施与我们联系。

Multiple JAS entities may be responsible for the collection and use of your personal information for the purposes described in this Privacy Notice. Please see the “**How to Contact Us**” section below for further information on these entities. 可能有多个 JAS 实体负责出于本《隐私声明》所述目的收集和使用您的个人信息。有关这些实体的更多信息，请参见下面的“**如何联系我们**”一节。

Information We Collect

我们收集的信息

Overview

概述

We obtain certain personal information about individuals as described in this section. 如本节所述，我们会获取某些个人信息。

When you use our website at www.jas.com or other online services that we own or control (collectively, the “Sites”), you may provide personal information directly to us in the following ways:

当您使用我们的网站 www.jas.com 或我们拥有或控制的其他在线服务（合称“网站”）时，您可能通过以下方式直接向我们提供个人信息：

On the contact form on the Sites, we request your name, email address and country, the type of service requested, information on how you found us, and the subject and content of your message;

在网站上的联系表单中，我们要求您提供姓名、电子邮件地址和国家、所需要的服务类型、关于您如何找到我们的详情，以及您的信息主题和内容；

For our customers' personnel, when your employer asks that you be given access to the JAS Customer Portal, you will be given a user name and password to sign in to the Customer Portal. When you are given access to the Customer Portal, we will ask your employer for additional information to populate your profile in the Customer Portal, such as your name, title, email and postal address, and phone number; 对于我们客户的员工，当您的雇主要求授予您访问 JAS 客户门户网站的权限时，您将获得登录客户门户网站的用户名和密码。当您将获得访问客户门户网站的权限，我们将要求您的雇主提供更多信息，以便在客户门户网站中填写您的个人资料，例如您的姓名、职务、电子邮件地址、邮政地址和电话号码；

For JAS employees and agents, we provide a user name and password to sign in to the JAS Team Portal; and

对于 JAS 的员工和代理，我们提供登录 JAS 团队门户网站的用户名和密码；以及

When you subscribe to our newsletter, we request your name, company name, country, phone number and type of subscription.

当您订阅我们的时事通讯时，我们会询问您的姓名、公司名称、国家、电话号码和订阅类型。

The information requested in the forms on our Sites varies. In most cases, an asterisk (*) indicates that the requested information is required. You may choose to provide additional information in fields that are not required.

我们网站上表单中要求的信息各不相同。在大多数情况下，星号（*）表示必填信息。您可以选择在非必填字段中提供额外信息。

When you create an account on our careers portal, we request your name, email address, country, and phone number. We will send a verification code to the email address you provided, which you will need to enter on the Sites to create your candidate profile. To create your candidate profile, we require additional information such as your postal address, a copy of your resume, a cover letter, transcripts, and certificates in support of your application. The information that you provide to us may include information about your nationality, date of birth, gender, residence, photograph, marital status and dependents if such information is included in your resume or application materials. To the extent permitted by applicable law, if you are offered a position with JAS, we may collect additional information to perform background checks, such as credit report information, identification information, address information (such as former addresses), and publicly available information.

当您在我们的职业门户网站上创建账户时，我们会要求您提供姓名、电子邮件地址、国家和电话号码。我们将向您提供的电子邮件地址发送一个验证码，您需要在网站上输入该验证码以创建您的应聘者简介。为了创建您的应聘者简介，我们需要额外的信息，如您的邮政地址、简历副本、求职信、成绩单和支持您申请的证书。您提供给我们的信息可能包括您的国籍、出生日期、性别、居住地、照片、婚姻状况和家属的信息（如果这些信息包含在您的简历或申请材料中）。在适用法律允许的范围内，如果 JAS 向您提供了一个职位，我们可能会收集额外的信息来进行背景调查，如信用报告信息、身份信息、地址信息（如以前的地址）和公开可获得的信息。

For customers, suppliers, agents, and subcontractors, we obtain information about their personnel, such as name, title, email and postal address, company name, department, and phone and fax number. In addition, to help us comply with and enforce anti-corruption requirements and other legal obligations, we ask JAS agents, suppliers and subcontractors to provide additional information, such as (1) information about the company's executives, directors, and shareholders, including their dates of birth, nationality, percentage of ownership in the company, and copies of their identification documents; and (2) names of and contact information for the company's commercial and financial references.

对于客户、供应商、代理和分包商，我们会获取其员工信息，如姓名、职务、电子邮件地址、邮政地址、公司名称、部门、电话号码和传真号码。此外，为了配合我们遵守和执行反腐败要求和其他法律义务，我们要求 JAS 代理、供应商和分包商提供额外信息，例如（1）关于公司高管、董事和股东的信息，包括他们的出生日期、国籍、在公司中的所有权比例以及他们的身份证件复印件；以及（2）公司商业和财务参考的姓名和联系信息。

In addition, individuals may choose to submit information to us: (1) in response to marketing or other communications, (2) through social media, (3) by signing up for a product or service, (4) through participation in an offer, program or promotion, (5) in connection with an actual or potential business relationship with us, or (6) by giving us a business card or other information at a trade show or other event. 此外，个人可以选择通过以下途径向我们提交信息：（1）回复营销或其他通讯，（2）社交媒体，（3）注册产品或服务，（4）通过参与优惠、计划或促销，（5）与我们有实际或潜在的业务关系，或（6）在贸易展览或其他活动中给我们名片或其他信息。

Information We collect By Automated Means

我们通过自动化方式收集的信息

When you interact with our Sites, we obtain certain information by automated means, such as cookies, web server logs, web beacons, and other technologies. A "cookie" is a text file that websites send to a visitor's computer or other Internet-connected device to uniquely identify the visitor's browser or to store information or settings in the browser. A "web beacon," also known as an Internet tag, pixel tag or clear GIF, links web pages to

web servers and their cookies and may be used to transmit information collected through cookies back to a web server.

当您与我们的网站交互时，我们会通过自动化方式获取某些信息，如 cookies、网络服务器日志、网络信标和其他技术。“cookies”是一种文本文件，网站将其发送到访客的计算机或其他连接互联网的设备，作为唯一识别访客浏览器或在浏览器中存储信息或设置的设备。“网络信标”，也称为互联网标签、像素标签或透明 GIF，将网页链接到网络服务器及其 cookies，并可用于将通过 cookies 收集的信息传输回网络服务器。

We use these automated technologies to collect information about your equipment, browsing actions, and usage patterns. The information we obtain in this manner may include your device IP address, identifiers associated with your devices, types of devices connected to our services, web browser characteristics, device characteristics, language preferences, referring/exit pages, clickstream data, and dates and times of visits to our Sites. These technologies help us (1) remember your information so you will not have to re-enter it; (2) track and understand how you use and interact with our products and services; (3) tailor the products and services around your preferences; (4) measure the usability of our products and services and the effectiveness of our communications; and (5) otherwise manage and enhance our products and services.

我们使用这些自动化技术来收集有关您的设备、浏览行为和使用模式的信息。我们以这种方式获取的信息可能包括您设备的 IP 地址、与您设备相关的标识符、连接到我们服务的设备类型、网络浏览器特征、设备特征、语言偏好、推荐/退出页面、点击流数据以及访问我们网站的日期和时间。这些技术帮助我们（1）记住您的信息，以便您不必重新输入；（2）跟踪并了解您如何使用和与我们的产品和服务之互动；（3）根据您的偏好定制产品和服务；（4）衡量我们产品和服务的可用性以及我们通讯的有效性；以及（5）管理和增强我们的产品和服务。

Your browser may tell you how to be notified when you receive certain types of cookies or how to restrict or disable certain types of cookies. Please note, however, that without cookies which are necessary for providing our products or services, you may not be able to use all of the features of our Sites. For mobile devices, you can manage how your device and browser share certain device data by adjusting the privacy and security settings on your mobile device.

您的浏览器可能会告诉您如何在收到特定类型的 cookies 时得到通知，或者如何限制或禁用特定类型的 cookies。但请注意，如果没有提供我们的产品或服务所必需的 cookies，您可能无法使用我们网站的所有功能。对于移动设备，您可以通过调整移动设备上的隐私和安全设置来管理您的设备和浏览器如何共享某些设备数据。

Information about our cookie practices and how to change your cookie settings is available in our [Cookie Notice](#). To the extent required by applicable law, we will obtain your consent before using cookies or similar tools. 有关我们的 cookie 使用实践的信息以及如何更改您的 cookie 设置，可参见我们的“[Cookie 通知](#)”。在适用法律要求的范围内，我们将在使用 cookies 或类似工具前征得您的同意。

Our Sites are not designed to respond to “do not track” signals received from browsers.
我们的网站并未设计为响应来自浏览器发出的“请勿追踪”信号。

How We Use The Information We Collect

我们如何使用我们收集的信息

Overview

概述

We use the information we obtain about you to perform our contract with you, including to:

我们使用我们获得关于您的信息来履行我们与您的合同，包括：

Provide our products and services to you;

向您提供我们的产品和服务；

Establish and manage your account and profile;

建立和管理您的账户和个人资料；

Manage the contractual relationship we have with your organization;

管理我们与您的合同关系；

Process orders and billing inquiries in connection with our products and services and keep you informed about the status of your order; and

处理与我们产品和服务相关的订单和账单查询，并告知您订单的状态；以及

Provide customer support services.

提供客户服务。

We also use the information we obtain based on our legitimate interests, including to:
我们还根据我们的合法权益使用我们获得的信息，包括：

Operate, evaluate, develop, manage and improve our business (including operating, administering, analyzing and improving our products and services; conducting research and developing new products and services; managing and evaluating the effectiveness of our communications; performing accounting, auditing, billing, reconciliation and collection activities and other internal functions);

运营、评估、开发、管理和改进我们的业务（包括运营、管理、分析和改进我们的产品和服务；进行研究并开发新产品和服务；管理和评估我们通讯的有效性；执行会计、审计、记账、对账和收账活动以及其他内部职能）；

Perform analytics (including market research, trend analysis, financial analysis, and anonymization of personal information);

执行分析（包括市场研究、趋势分析、财务分析和个人信息的匿名化）；

Protect against, identify and prevent fraud and other criminal activity, claims and other liabilities;

防范、识别和防止欺诈和其他犯罪活动、索赔和其他责任；

Send you promotional materials, newsletters, surveys and other communications about our products and services; to the extent required by applicable law, we will obtain your consent to send you electronic marketing communications; and

向您发送有关我们产品和服务的宣传材料、通讯、调查和其他信息；在适用法律要求的范围内，我们将征得您的同意，向您发送电子营销通讯；以及

Conduct investigations and comply with and enforce applicable legal requirements, relevant industry standards, and our policies and terms.

开展调查，遵守并执行适用的法律要求、相关行业标准以及我们的政策和条款。

When we process personal information for our legitimate interests, we take appropriate measures to ensure that the interests we pursue are balanced with your interests, rights and freedoms, about which we will provide more information upon request. 当我们出于我们的合法权益处理个人信息时，我们会采取适当的措施来确保我们追求的权益与您的权益、权利和自由相平衡，我们将根据您的要求提供更多相关信息。

When you submit information to us in connection with a career opportunity, we process that information to take pre-contractual steps at your request and to manage career opportunities at JAS, including for recruitment purposes (such as processing job applications and conducting background checks in accordance with applicable law), employee onboarding and other HR-related purposes.

当您向我们提交与就业机会相关的信息时，我们会根据您的要求处理这些信息以作签约前准备，并管理在 JAS 的就业机会，包括出于招聘目的（例如根据适用法律处理工作申请和进行背景调查）、员工入职和其他人力资源相关目的。

We may use the information we collect to comply with and enforce applicable legal requirements to which we are subject, and for the establishment, exercise or defense of legal claims, whether in court proceedings or in administrative or out-of-court procedures. 我们可能会使用收集的信息来遵守和执行我们必须遵守的适用法律要求，并用于诉讼的策划、执行或辩护，无论是在法庭诉讼中还是在行政或庭外程序中。

We also may use the information we collect about you in other ways for which we will provide specific notice at the time of collection and obtain your consent if required by applicable law.

我们还可能以其他方式使用关于您的信息，我们将在收集时提供具体通知，并在适用法律要求的情况下征得您的同意。

Third-Party Analytics Services 第三方分析服务

We use third-party web analytics services on our Sites, such as Google Analytics. The service providers that administer these services use automated technologies to collect data (such as IP addresses) to evaluate use of the Sites. To learn more about these analytics services, please visit our [Cookie Notice](#).

我们的网站使用第三方网络分析服务，如“谷歌分析”（Google Analytics）。管理这些服务的服务提供商使用自动化技术来收集数据（如 IP 地址）以评估网站的使用情况。如需了解有关这些分析服务的更多信息，请访问我们的“[Cookie 通知](#)”。

To learn how to opt out of Google Analytics, click
<https://tools.google.com/dlpage/gaoptout>.

如需了解如何退出“谷歌分析”，请点击 <https://tools.google.com/dlpage/gaoptout>。

Information Sharing 信息共享

We may share your personal information with our affiliates, subsidiaries, agents and business partners. We also share your personal information with our suppliers and subcontractors who perform services on our behalf, such as our order fulfillment, data analytics, IT storage and support services, marketing agencies and recruiting services. Our suppliers and subcontractors are located around the globe, such as in the United States, EEA, and China. We do not authorize our suppliers or subcontractors to use or disclose the information except as necessary to perform services on our behalf or comply with legal requirements.

我们可能会与我们的关联公司、子公司、代理和业务合作伙伴披露您的个人信息。我们还会与代表我们提供服务（例如订单履行、数据分析、IT 存储和技术支援服务、市场推广代理和招聘服务）的供应商和分包商披露您的个人信息。我们的供应商和分包商遍布全球，例如美国、欧洲和中国。我们不授权我们的供应商或分包商使用或披露信息（代表我们履行服务或遵守法律要求所必需的信息除外）。

If you are located in the People's Republic of China, according to the extent required by the Personal Information Protection Law of the People's Republic of China, we will obtain your separate consent before sharing your personal information. 如果您位于中华人民共和国境内，根据《中华人民共和国个人信息保护法》的要求，我们将在披露您的个人信息之前征得您的单独同意。

In accordance with applicable law, we may disclose information about you (1) if we are required to do so by law or legal process (such as a court order or subpoena); (2) in response to requests by government agencies, such as law enforcement authorities; (3) when we believe disclosure is necessary to fulfill statutory functions or statutory obligations; (4) when we believe disclosure is necessary to respond to public health emergencies or protect the life, health or property safety of natural persons under emergency circumstances; (5) in connection with an investigation of suspected or actual illegal activity; or (6) otherwise with your separate consent.

根据适用法律，我们可能会在以下情况披露您的信息：（1）法律或法律程序（如法院命令或传票）要求我们披露；（2）回应政府机构（如执法机关）的要求；（3）我们认为履行法定职能或义务时有必要披露；（4）我们认为在紧急情况下应对突发公共卫生事件或保护自然人的生命、健康或财产安全时有必要披露；（5）与涉嫌或实际非法活动的相关调查；或（6）其他征得您单独同意的情况。

We reserve the right to transfer any information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution or liquidation). 如果我们出售或转让我们的全部或部分业务或资产（包括合并、收购、合资、重组、撤资、解散或清算），我们保留转让我们所拥有关于您的任何信息的权利。

Data Transfers

数据传输

We may transfer the personal information we collect about you to recipients all over the world and in countries other than the country in which the personal information originally was collected. Those countries may not have the same data protection laws as the country in which the information initially was provided. When we transfer your personal information to recipients in other countries, we will protect that personal information as described in this Privacy Notice.

我们可能会将关于您的个人信息传输给除最初收集个人信息国家以外的其他世界各地的接收方。这些国家可能没有制定与最初提供信息国家相同的数据保护法律。当我们将您的个人信息传输给其他国家的接收方时，我们将按照这《隐私声明》所述保护这些个人信息。

If you are located in the People's Republic of China, we will obtain your separate consent before the international transfer of personal information and we will comply with applicable legal requirements by providing adequate protection. When we transfer information to an overseas data recipient outside the territory of the People's Republic of China, we implement appropriate safeguards to help ensure that we protect that information as described in this Privacy Notice, including by entering into a contract with the overseas recipient under the standard contract formulated by the Cyberspace Administration of China(if any), or ensuring that the data recipient has implemented the Personal Information Protection Law of the People's Republic of China. You may obtain a copy of the safeguards we have put in place by contacting us as indicated below. 如果您位于中华人民共和国境内，我们将在个人信息的国际传输前征得您的单独同意，并且我们将遵守适用的法律要求，提供足够的保护。当我们向中国境外的海外数据接收方传输信息时，我们实施适当的保护措施，以确保我们按照这《隐私声明》所述保护该信息，包括根据中华人民共和国国家互联网信息办公室制定的标准合同（如有）与海外接收方签订合同，或确保数据接收方已执行《中华人民共和国个人信息保护法》。您可以通过以下方式联系我们，获取我们已实施的保护措施副本。

Your Rights And Choices

您的权利和选择

We offer you certain choices in connection with the personal information we obtain about you. To exercise your choices, please contact us as specified in the **How To Contact Us** section of this Privacy Notice. You also may opt out of receiving promotional communications from us by following the unsubscribe instructions in the communications you receive. We do need to send you certain communications about our products and services, and you will not be able to opt out of those communications. This includes, for example, information about billing.

我们为您提供与您的个人信息相关的不同选择。如需行使您的选择权，请按照这《隐私声明》中“**如何联系我们**”一节的指示联系我们。您也可以按照收到通讯中的取消订阅说明，选择不接收我们的促销通讯。我们确实需要向您发送有关我们产品和服务的特定通讯，您将无法选择取消这些通讯。例如，关于账单的信息。

If you are located in the People's Republic of China, you may: (1) have the right to access the personal information we maintain about you; (2) request that we rectify personal information about you that is inaccurate; (3) request that we erase personal information about you; (4) have the right to restrict our processing of your personal information; and (5) object at any time to the processing of your personal information on grounds relating to your particular situation and, in any event, to the processing of your personal information for direct marketing purposes.

如果您位于中华人民共和国境内，您可以：（1）有权获取我们保存关于您的个人信息；（2）要求我们更正不准确的个人信息；（3）要求我们删除您的个人信息；（4）有权限制我们对您个人信息的处理；以及（5）基于与您的特殊情况相关理由，随时反对处理您的个人信息，并且在任何情况下，反对出于直接营销目的处理您的个人信息。

Furthermore, you may additionally, request that we transfer your personal information to a personal information processor designated by you, which meets the conditions stipulated by the Cyberspace Administration of China and we will provide a way for the transfer.

此外，您还可以要求我们将您的个人信息转移到您指定的个人信息处理器（符合中国国家互联网信息办公室规定的条件），并且我们将提供转移方式。

Where you have consented to the processing of your personal information, you have the right to withdraw your prior consent at any time. To exercise these rights, please contact us as indicated in the **How To Contact Us** section below. Subject to applicable law, you also have the right to receive, in a structured, commonly used and machine-readable format, the personal information you have provided to us about you with your consent or based on a contract to which you are party. You have the right to have this information transmitted to another company, where it is technically feasible.

儘管您已经同意处理您的个人信息，您也有权随时撤回。如需行使这些权利，请按照“如何联系我们”一节中的指示联系我们。在遵守适用法律的前提下，您也有权以结构化、常用且机器可读的格式接收您同意向我们提供的或您根据您所签订合同向我们提供的个人信息。在技术可行的情况下，您有权将此信息传输给另一家公司。

You may lodge a complaint with the data protection authority in your country if you are not satisfied with our response to your request. To exercise these rights, please contact us as indicated in the [How To Contact Us](#) section below.

如果您不满意我们对您的询问的回应，您可以向您所在国家的数据保护当局作出投诉。如需行使这些权利，请按照“[如何联系我们](#)”一节中的指示联系我们。

[Notice To Chinese Residents](#)

中国居民须知

Subject to certain limits under Personal Information Protection Law of the People's Republic of China, Chinese residents may ask us to provide them with (1) a list of certain categories of personal information we have disclosed to other personal information processors; (2) the name and contact information of the other processors; and (3) the purpose and method of processing. To make this request, Chinese residents may contact us as specified in the [How To Contact Us](#) section below.

根据《中华人民共和国个人信息保护法》的规定，中国居民可以要求我们提供（1）我们向其他个人信息处理者披露个人信息的目录；（2）其他处理者的名称和联系方式；（3）处理目的和方法。如需提出相关请求，中国居民可以按照“[如何联系我们](#)”一节中的指示联系我们。

[Other Online Services And Third-Party Features](#)

其他在线服务和第三方功能

Our Sites may provide links to other online services for your convenience and information, and may include third-party features such as apps, tools, widgets and plug-ins (e.g., Facebook and LinkedIn). These online services and third-party features may operate independently from us. The privacy practices of the relevant third parties, including details on the information they may collect about you, are subject to the privacy statements of these parties, which we strongly suggest you review. To the extent any linked online services or third-party features are not owned or controlled by us, JAS is not responsible for these third parties' information practices.

为了您的方便和资讯，我们的网站可能会提供其他在线服务的链接，并可能包括第三方功能，如应用程序、工具、小部件和外掛程式（如 Facebook 和 LinkedIn）。这些在线服务和第三方功能可能独立运作。相关第三方的隐私措施，包括他们可能收集关于您的信息的细节，均受这些第三方隐私声明的约束，我们强烈建议您查看这些声明。如果任何链接的在线服务或第三方功能不归我们所有或控制，JAS 不对这些第三方的信息措施负责。

How We Protect Personal Information

我们如何保护个人信息

We maintain administrative, technical and physical safeguards designed to protect personal information against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use.

我们维护管理、技术和实体保护措施，旨在保护个人信息免受意外、非法或未经授权的破坏、丢失、更改、访问、披露或使用。

Retention Of Personal Information

个人信息的保留

We will keep your personal information for the time period necessary to achieve the purposes outlined in this Privacy Notice, taking into account applicable statute of limitation periods and records retention requirements under applicable law.

我们将保留您的个人信息，直到实现本《隐私声明》中概述的目的所需的时间，并考虑适用的诉讼时效和法律规定的记录保存要求。

If you are a job candidate, we will keep your personal information for the time period necessary to complete the application process and the purposes described in this Privacy Notice. Subject to applicable law, we may ask you if you would like us to keep your personal information to contact you about future opportunities.

如果您是求职者，我们将保留您的个人信息一段时间，以完成申请流程和本《隐私声明》所述目的。根据适用法律，我们可能会询问您是否希望我们保留您的个人信息，以便就未来的机会与您联系。

Children's Personal Information

儿童的个人信息

JAS' products and services, including our Sites, are intended for a general audience and are not directed to children. We do not knowingly collect personal information online from children under the age of 13 or such other age as may be directed by applicable law. If we become aware that we have collected personal information from a child under such age, we will promptly delete the information from our records.

JAS 的产品和服务，包括我们的网站，适用对象为一般公众，并不针对儿童。我们不会故意在线收集 13 岁以下儿童或适用法律规定的其他年龄段儿童的个人信息。如果我们意识到已从该年龄段儿童处收集了个人信息，我们将立即从记录中删除这些信息。

Biometric Time Clock Information

生物识别时钟信息

Biometric Timeclock Privacy Policy

生物识别时钟隐私政策

The Company, its vendors, and/or the licensor of the Company's time and attendance software will not sell, lease, trade, or otherwise profit from employees' biometric data; provided, however, that the Company's vendors and the licensor of the Company's time

and attendance software may be paid for products or services used by the Company that utilize such biometric data.

公司、其供应商和/或公司考勤软件的许可方不会出售、出租、交易或以其他方式从员工的生物识别数据中获利；但公司的供应商和公司考勤软件的许可方可能就公司使用的利用此类生物识别数据的产品或服务获得报酬。

Disclosure

披露

The Company will not disclose or disseminate any biometric data to anyone other than its vendors and the licensor of the Company's time and attendance software providing products and services using biometric data without/unless:

公司不会向除其供应商和公司考勤软件（利用生物识别数据提供产品和服务）许可方以外的任何人披露或传播任何生物识别数据，除非：

- a. First obtaining written employee consent to such disclosure or dissemination;
事先获得员工对此类披露或传播的书面同意；
- b. The disclosed data completes a financial transaction requested or authorized by the employee;
所披露的数据完成了由员工请求或授权的金融交易；
- c. Disclosure is required by state or federal law or municipal ordinance; or
州或联邦法律或市政法令要求披露；或者
- d. Disclosure is required pursuant to a valid warrant or subpoena issued by a court of competent jurisdiction.

根据具有司法管辖权的法院签发的有效授权令或传票，需要披露。

Retention Schedule

保留时间表

The Company shall retain employee biometric data only until, and shall request that its vendors and the licensor of the Company's time and attendance software permanently destroy such data when, the first of the following occurs:

公司应保留员工的生物识别数据，直到出现以下情况（以较早者为准），并应要求其供应商和公司考勤软件许可方永久销毁此类数据：

- The initial purpose for collecting or obtaining such biometric data has been satisfied, such as the termination of the employee's employment with the Company, or the employee moves to a role within the Company for which the biometric data is not used; or

收集或获取此类生物识别数据的最初目的已经实现，例如员工与公司的雇佣关系终止，或者员工在公司内担任的职务不再使用生物识别数据；或者

- Within 3 years of the employee's last interaction with the Company.
员工与公司最后一次交互后的 3 年内。

Data Storage

数据存储

The Company shall use a reasonable standard of care to store, transmit and protect from disclosure any paper or electronic biometric data collected. Such storage, transmission, and protection from disclosure shall be performed in a manner that is the same as or more protective than the manner in which the Company stores, transmits and protects from disclosure other confidential and sensitive information, including personal information that can be used to uniquely identify an individual or an individual's account or property, such as genetic markers, genetic testing information, account numbers, PINs, driver's license numbers and social security numbers.

公司应采取合理的标准来存储、传输和保护任何收集到的纸质或电子生物识别数据，以防止其泄露。此类存储、传输和保护应以与公司存储、传输和保护其他机密和敏感信息（包括可用于唯一识别个人或个人账户或财产的个人信息，如基因标记、基因检测信息、账户号码、个人识别码、驾驶执照号码和社会安全号码）相同或更具保护性的方式进行。

Updates To Our Privacy Notice

更新我们的隐私声明

This Privacy Notice may be updated periodically to reflect changes in our privacy practices. We will post a notice on the Sites to notify you of significant changes to our Privacy Notice and indicate at the top of the Privacy Notice when it was most recently updated.

本《隐私声明》可能会定期更新，以反映我们隐私实践的变化。我们将在网站上发布通知，以告知您《隐私声明》的重大变更，并在《隐私声明》的顶部注明最近一次更新的时间。

HOW TO CONTACT US

如何联系我们

If you have any questions about this Privacy Notice, or if you would like us to update information we have about you or change your preferences, please contact us by email at privacy@jas.com or write to us at:

如果您对本《隐私声明》有任何疑问，或者希望我们更新关于您的信息或更改您的偏好，请通过电子邮箱（privacy@jas.com）联系我们或写信给我们：

JAS Worldwide Management, Inc.

6195 Barfield Road Atlanta, Georgia 30328

地址：佐治亚州亚特兰大巴菲尔德路 6195 号，邮编：30328

People's Republic of China
中华人民共和国

If you are located in the People's Republic of China, the entity responsible for the collection and processing of your personal information in the context of our Sites is JAS Forwarding (China) Co., Ltd., 10/F, Tower 1, Crystal Plaza, 1359 Yaolong road, Pudong District, Shanghai, 200124, China. If you have any questions about this Privacy Notice, please contact our Data Protection Officer by emailing privacy@jas.com or writing to: 如果您位于中华人民共和国境内，负责在我们的网站上收集和处理您的个人信息的实体是：捷爱士国际货物运输代理（上海）有限公司（JAS Forwarding (China) Co., Ltd.），地址：中国上海市浦东新区耀龙路 1359 号晶耀商务广场 1 幢 10 层，邮编：200124。如果您对本《隐私声明》有任何疑问，请发送电子邮件至 privacy@jas.com 或写信至以下地址联系我们的数据保护官：

JAS Forwarding (China) Co., Ltd.

Attention: Data Protection Officer
联系人：数据保护官

10/F, Tower 1, Crystal Plaza, 1359 Yaolong road, Pudong District, Shanghai, 200124, China
地址：中国上海市浦东新区耀龙路 1359 号晶耀商务广场 1 幢 10 层，邮编：200124

If you are a customer, supplier, or subcontractor of JAS, the entity responsible for the collection and processing of your personal information in the context of your contract is the JAS entity in the People's Republic of China with which you have a direct relationship.

如果您是 JAS 的客户、供应商或分包商，则根据您的合同，负责收集和处理您个人信息的实体是您与之有直接关系的中华人民共和国 JAS 实体。