

Privacy Notice - FIS Controlled Personal Data Notice

隐私权声明—FIS 控制的个人数据声明

Introduction - 引言

Fidelity National Information Services Inc. and certain members of the FIS group of companies (collectively, “**FIS**”), have adopted a comprehensive program to safeguard and protect the personal data it processes relating to identified or identifiable individual persons with whom, or representing other companies with whom, the FIS Group has or seeks to have business relationships in support of the business of the FIS Group (“**FIS Controlled Personal Data**”).

Fidelity National Information Services, Inc.及 FIS 集团的某些成员（统称“**FIS**”）实施了一项综合程序，以保障和保护其所处理的、与确定的或可确定的个人或代表其他公司相关的个人数据。为支持 FIS 集团的业务，FIS 与该等个人数据已建立或寻求建立业务关系（统称“**FIS 控制的个人数据**”）。

This Notice does not apply to personal data relating to employees, applicants for employment and temporary contractors providing services to FIS, or others in relationships with such persons that are relevant to their relationship with FIS (such as for global mobility, emergency contact, and benefits purposes). For information regarding FIS processing of such data, see the FIS Staff Privacy Notice.

本声明不适用于与雇员、求职者、向 FIS 提供服务的临时承包商的个人数据或与 FIS（例如为全球流动、紧急联系和受益目的）无关的该等人士存在关系的其他人的个人数据。请参见 FIS 员工隐私权声明，获取有关 FIS 处理该等数据的信息。

In the normal course of business activities, FIS provides services for clients that result in FIS processing personal data on behalf of those clients. In many cases FIS acts as a data processor on behalf of the client who is the data controller of certain personal data provided to FIS for processing by FIS on behalf of the client. This Notice does not apply to such processing. The processing of such personal data on behalf of clients will be carried out by FIS in accordance with the terms of the relevant contract or contracts between FIS and the client that provides the personal data to FIS for processing.

在正常开展业务活动的过程中，FIS 向客户提供服务，这些服务需要 FIS 代表客户处理个人数据。在一些情况下，FIS 是代表客户的数据处理者，而这些客户是向 FIS 提供并代客户处理的某些个人数据的数据控制者。本声明不适用于该等处理。FIS 将根据相关合同条款及 FIS 与客户订立的合同（合同规定客户向 FIS 提供个人数据以供其处理），代表客户处理该等个人数据。

For additional information, see also the FIS Privacy Policy. 请参见 FIS 隐私权政策，获取更多信息。

The term “**processing**” is used in this Notice to cover all activities involving FIS Controlled Personal Data, including collecting, handling, updating, storing, deleting, sharing, accessing, using, transferring and disposing of the FIS Controlled Personal Data. “**Personal data**” means any information that relates to an individual person that is collected and processed in the context of the individual's working relationship with FIS, and the “**data subject**” of the personal data is the person that the information relates to. The term “**controller**” as used in this Notice describes the situation in which FIS is in the position to determine how and why the personal data is processed.

处理”一词在本声明中的含义涵盖涉及 FIS 控制的个人数据的所有活动，包括采集、处理、更新、存储、删除、分享、访问、使用、传送和处置 FIS 控制的个人数据。“**个人数据**”指在与 FIS 存在工作关系的背景下，FIS 收集并处理的有关个人的任何信息。个人数据的“**数据主体**”指与信息相关的人士。本声明使用的“**控制者**”一词指 FIS 有资格决定处理个人数据的方式和原因的情况。

The controller for Controlled Personal Data is the FIS company to which the data subject or the employer of the data subject has provided the personal data. 受控个人数据的控制者是指收到数据主体或其雇主提供的个人数据的 FIS 公司。

Description of Data Processing 数据处理说明

This Notice is directed to those persons who are the data subject of FIS Controlled Personal Data. The subject of this Notice is personal data controlled and processed by FIS related to the collection of accounts receivable, the processing of accounts payable, sales, marketing, and vendor and customer relationship management purposes. In some cases, FIS also uses Controlled Personal Data for sanctions and anti-money laundering screening and to meet regulatory requirements.

本声明可用于指导作为 FIS 控制的个人数据主体的这些人士。本声明的主题是个人数据，该等个人数据由 FIS 控制并处理，且与收取应收账款、处理应付账款、销售、营销及供应商及客户关系管理目的相关。在某些情况下，为符合监管要求，FIS 也将受控个人数据用于制裁及反洗钱筛查。

The FIS Controlled Personal Data may have been provided to FIS directly by the person to whom it relates, or by another person or company, such as the vendor or customer that employs the subject of the data and with whom FIS has a business relationship. For the purposes of “know your customer” and other regulatory requirements, personal data may be screened against third-party identification services and government-provided databases, which return information regarding potential matches to publicly available information.

FIS 控制的个人数据可以由相关的个人、其他人或公司直接提供给 FIS，比如雇用数据主体或与 FIS 存在业务关系的供应商或客户。为“了解您的客户”及其他监管要求，第三方验证服务以及政府提供的数据库可对个人数据进行筛查，并将潜在配对结果返回至公共可用数据。

We do carry out some automated decision making such as credit and fraud checks. We may be unable to provide you with our services if you do not pass these checks.

我们对信贷和欺诈检查等做出一些自动化决定，并且，如果您没有通过这些检查，那么我们可不向您提供服务。

For more detailed information on the categories of data processed, the purposes of processing and the legal basis on which FIS relies to process Controller Personal Data, please consult the Appendix to this Notice.

请参见本声明附件，获取数据处理分类、处理目的以及 FIS 依赖的法律依据的更多详细信息。

International Transfers and Third Parties - 国际传送及第三方

In the ordinary course of global business operations, FIS needs to make international transfers of FIS Controlled Personal Data between its various branches and offices and selected service providers in many parts of the world.

Some of the countries to which the data is transferred may not have equivalent privacy and data protection laws to those in the data subject's country of residence.

在正常开展全球运营的过程中，FIS 需要在其不同的分支、办事处及选定的服务提供商中，对全球不同部分的 FIS 控制的个人数据进行国际传送。与数据主体所属国家的法律相比，一些接受数据传送的国家可能没有同等的隐私和数据保护法律。

FIS has established a data protection program and has put in place data processing agreements (based on European Commission-approved model contracts) to ensure that adequate safeguards are in place for the processing and transfer of such FIS Controlled Personal Data in order to protect the interests of the relevant subjects of the FIS Controlled Personal Data as well as the commercial interests of FIS.

FIS 已建立了数据保护程序，并已落实了数据处理协议（以欧洲委员会批准的标准合同为基础），以确保为该等 FIS 控制的个人数据提供足够的保障，从而保护 FIS 控制的个人数据的相关主体利益以及 FIS 的商业利益。

In support of FIS global operations, FIS may need to make FIS Controlled Personal Data available to selected external third-party service providers performing services at the request of FIS. Examples of third party service providers with whom the data could be shared include legal advisors and information technology service providers. Such third parties may be located in countries that may not have the same privacy /data protection laws and regulations as the home country of the data subject of the FIS Controlled Personal Data. FIS ensures that transfers of FIS Controlled Personal Data among FIS group companies and third parties are subject to appropriate safeguards, including through the use of European Commission-approved model clauses and other appropriate data transfer arrangements.

为支持 FIS 的全球运营，FIS 可能需要向选定的外部第三方服务提供商（经 FIS 要求，向 FIS 提供服务）提供 FIS 控制的个人数据。可向其分享数据的第三方服务提供商包括法律顾问、及信息技术服务提供商。该等第三方可能位于与 FIS 控制的个人数据的数据主体之母国拥有不同的隐私/数据保护法和法规的国家。FIS 确保 FIS 控制的个人数据在 FIS 集团公司与第三方的传送具有合适的安全保障，包括通过使用欧洲委员会批准的标准条款及其他合适的的数据传送保障措施。

Security - 安全

FIS is committed to the confidentiality and security of the FIS Controlled Personal Data. FIS' systems and facilities in which the FIS Controlled Personal Data are processed are protected by secure network architectures that contain firewalls and intrusion detection devices. Access to the FIS Controlled Personal Data is limited to those individuals who need the information to perform their job duties. These people have unique identifying codes and passwords that must be used to access the systems and facilities that hold FIS Controlled Personal Data.

FIS 承诺确保 FIS 控制的个人数据的保密性和安全性。FIS 控制的个人数据处理系统和设备由包含防火墙或入侵检测装置的安全网络体系保护。可访问 FIS 控制的个人数据的人士仅限于为履行工作职责有必要获取信息的人。该等人士有特殊的识别代码和口令码，在登录记录 FIS 控制的个人数据的系统及设备之前必须输入该识别代码和口令码。

Choices and Rights - 选择与权力

The subjects of FIS Controlled Personal Data may request further details regarding FIS' processing of their FIS Controlled Personal Data in accordance with local applicable law. Further, such data subjects are entitled in certain circumstances to review their personal data controlled by FIS and to request appropriate rectification, erasure, portability or blocking of their personal data. In addition, where applicable, data subjects have the right to object to processing based on legitimate interests and to withdraw consent where consent forms the legal basis for processing. These rights may be limited, for example, if fulfilling a request would reveal personal data about another person, or if the processing is required by law or another compelling legitimate interest. Subject to applicable law, data subjects may have the right to complain to a data protection authority.

FIS控制的个人数据的主体可以要求获取有关FIS依据当地使用法律处理其FIS控制的个人数据的任何进一步信息。并且，该等数据主体有权在某些情况下检查由FIS控制的其个人数据，并要求对其个人数据进行适当的更正、删除、可移植性或封锁。另外，数据主体有权依照合法权益拒绝处理数据，并可在同意构成处理的法律依据时收回同意（如适用）。但是这些权利具有限制性，比如满足数据个体的请求可能导致透露他人的个人数据，或相关处理是法律或其他具有强制性的合法权益的要求。根据适用法律，数据主体可有权向数据保护当局进行投诉

It is the responsibility of the person subject to the FIS Controlled Personal Data to request such benefits by contacting privacyoffice@fisglobal.com.

FIS控制的个人数据的主体有责任通过联系 privacyoffice@fisglobal.com 请求该等福利。

FIS will retain Controlled Personal Data only for as long as needed for FIS' legitimate interests or it is otherwise being processed in accordance with applicable law, to perform a requested service, or to meet a legal requirement. Subsequently FIS will take steps to delete the personal data or hold it in a form that no longer identifies the individual.

只要FIS的合法权益需要或者根据适用法律需要对该等数据进行处理，则FIS将保留受控个人数据，以履行请求的服务或满足法律要求。随后，FIS将采取措施，删除个人数据或以不再能够确认个人的方式保留该等个人数据。

Changes to this Notice - 声明变更

As this Notice is updated or modified, the current version will be posted, and any material changes from previous versions highlighted, on the Corporate Governance section of fisglobal.com.

随着本声明的更新或修订，现行版本将在 fisglobal.com 网站的公司治理板块公布，且对之前版本做出的任何重大变更将突出显示。

Contact Us - 联系我们

The purpose of this Notice is to provide data subjects of the FIS Controlled Personal Data appropriate details regarding the specific FIS Controlled Personal Data that may be processed by FIS, and how FIS collects and uses such FIS Controlled Personal Data. We encourage data subjects of such FIS Controlled Personal Data to read this Notice (including the Appendix) carefully and understand the contents. If you are a data subject of such FIS Controlled Personal Data and have any questions relating to FIS processing of personal data about you, you should send your inquiries to:

本声明的目的是向 FIS 控制的个人数据的数据主体提供有关 FIS 可以处理的合适详情，以及 FIS 如何采集和使用该等 FIS 控制的个人数据。我们希望该等 FIS 控制的个人数据的数据主体能仔细阅读本声明（包括附件），并理解其内容。如果您是该等 FIS 控制的个人数据的数据主体，并且对 FIS 处理您的个人数据有任何疑问，您应该将问询发送至：

Chief Privacy Officer - 隐私权办公室主管

FIS

601 Riverside Avenue

Jacksonville, FL 32204

privacyoffice@fisglobal.com

If you are based in the European Economic Area (EEA) or Switzerland, you may contact our Data Protection Officer at the following address:

如果您位于欧洲经济区(EEA)或瑞士，则可通过以下地址联系我们的数据保护专员：

Data Protection Officer - 数据保护专员

FIS

25 Canada Square, Canary Wharf

London E14 5LQ

United Kingdom

privacyoffice@fisglobal.com

APPENDIX - Description and Uses of FIS Controlled Personal Data that is not Staff Personal Data - 附件—FIS 控制的个人数据（不是员工个人数据）的类型和使用

Purposes of the Processing - 处理目的

With respect to data subjects whose personal data is processed by FIS as FIS Controlled Personal Data, for example, related to the collection of accounts receivable, the processing of accounts payable, sales, marketing, vendor and customer relationship management purposes, the personal data may be transferred and processed for the following purposes:

就其个人数据（如，与收取应收账款、处理应付账款、销售、营销、供应商和客户关系管理目的相关的个人数据）由 FIS 作为 FIS 控制的个人数据进行处理的数据主体而言，个人数据可以下列目的进行传送并处理：

Purpose of processing 处理目的	Legal ground(s) for use 使用的法律依据
Designing, evaluating, benchmarking and administering: 设计、评估、检测和 管理：	FIS relies on: FIS 依靠： <ul style="list-style-type: none"> • Consent to collect any information provided directly and to send promotional material; 采集直接提供的任何信息并发送宣传资料的同意； • Its legitimate interests in protecting its rights; 保护其权利的合法权益； • FIS's legitimate interests in developing and improving products and services; and FIS 在发展并改善产品和服务的合法权益；及 • The need to process personal data in order to provide a requested product or service. 为提供要求的产品或服务而处理个人数据的需求。
FIS product and service offerings and their fitness to purpose for particular clients. FIS 提供的产品和服务及其针对特定客户的适用性	
Diversity programs, including compliance with diversity objectives 多样性计划，包括遵守多样性目标	
FIS controlled recognition and rewards programs FIS 控制识别和奖励计划	
Education, training and awareness programs 就业教育、培训和宣传计划	
Sales and marketing campaigns 销售及营销活动	
Offers of products and services and contracting 提供产品及服务，并签订合同	
Accounts receivable; Accounts payable; Bad debt and reserves; bank accounts for payments and receipts	

Purpose of processing 处理目的	Legal ground(s) for use 使用的法律依据
应收账款；应付账款；坏账及准备金；付款与进款的银行账户	
Assembling, maintaining and disseminating: 采集、维护和传播：	FIS relies on: FIS 依靠： <ul style="list-style-type: none"> • Its legitimate interests in the administration of its business 其在管理自身业务方面的合法权益
Job assignments for sales, marketing and collections 销售、营销与采集的工作分配	
Company directories 公司名录	
Emergency contact information 紧急联系信息	
Identification credentials 鉴定证书	
Supporting, monitoring, auditing, executing and facilitating: 支持、监督、审计、执行和促进：	FIS relies on: FIS 依靠： <ul style="list-style-type: none"> • Consent to collect any information provided directly; 采集直接提供的任何信息的同意； • Its legitimate interests in the administration of its business; 其在管理自身业务方面的合法权益 • Its legitimate interests in protecting the integrity of FIS services, facilities and systems, and staff; 在保护 FIS 服务、设备、系统及员工方面的合法权益； • Its legitimate interests in preserving records for business purposes, assuring security at its facilities and systems, and making contact information available to relevant employees; 在留存业务记录、确保设备及系统的安全性以及向相关雇员提供联系信息方面的合法权益； • FIS's legitimate interests in promoting, developing and improving products and services; and FIS 在宣传、发展并改善产品及服务方面的合法权益；及
Business conferences and travel 商务会议和差旅	
Business negotiations and transactions 商务谈判和交易	
Business operations, including staffing proposals and client billing 经营活动，包括人员安置建议和委托人计费	
Business transition activities, including mergers, acquisitions and divestitures 业务转型活动，包括合并、收购和剥离	
Company marketing efforts, including websites, conferences, brochures, and other promotional media events and materials 公司营销工作，包括网站、会议、宣传册、商业名片和其他宣传媒体事件和资料	
Compliance with contractual obligations; customer service and support 履行合同义务；客户服务与支持	

Purpose of processing 处理目的		Legal ground(s) for use 使用的法律依据
	<p>Identification for security and systems/ facility authentication 安全识别和系统/设施认证</p> <p>Internal and external business communications and management reporting 内部和外部业务交流以及管理报告</p>	<ul style="list-style-type: none"> The need to process personal data in order to provide a requested opportunity, product or service, or to fulfil a contract. 为提供要求的机会、产品或服务，或为履行合同而处理个人数据的需要。
Complying with: 遵守:	<p>Applicable laws, regulations and legal requirements, including reporting and disclosure obligations 适用法律、法规和法定要求，包括报告和披露义务</p>	<p>FIS relies on: FIS 依靠:</p> <ul style="list-style-type: none"> Legal requirements to process personal data; 处理个人数据的合法要求; FIS' legitimate interests in conducting sanctions and anti-money laundering screening and meeting regulatory requirements; FFIS 在执行惩罚和反洗钱筛查以及遵守法律要求方面的合法权益; Its legitimate interests in protecting its rights. 保护其权利的合法权益。
Conducting: 执行:	<p>Audits and accounting, financial and economic analyses 审计与会计、财务和经济分析</p> <p>In accordance with local law, investigations into alleged policy or contractual violations, misconduct related to work, safety and security concerns 依据当地法律，对有关的工作、安全和安保相关的违反政策和合同的行为进行调查</p> <p>Opinion and engagement surveys 意见和就业调查</p>	<p>FIS relies on: FIS 依靠:</p> <ul style="list-style-type: none"> Its legitimate interests in analyzing performance, understanding FIS client and customer preferences, and preserving the integrity of the FIS workplace; 其在分析绩效、理解 FIS 客户的偏好并保持 FIS 工作场所的完整性方面的合法权益; Its legitimate interests in protecting the integrity of FIS services, operations, facilities and systems, and staff; 其在保护 FIS 服务、运营、设备、系统及员工完整性方面的合法权益; Its legitimate interests in protecting its rights; and 保护其权利的合法权益; 及 Legal requirements to process personal data. 处理个人数据的合法要求。

Purpose of processing 处理目的		Legal ground(s) for use 使用的法律依据
Protecting: 保护:	<p>Safety and security of personnel, workplaces and company assets, by implementation of identity authentication and other security measures, control of access to workplaces, monitoring of activity in company work locations, and execution of backup and storage procedures</p> <p>通过进行身份认证和其他安全措施、控制进入工作场所、监督公司工作场所活动，以及执行备份和存储程序，落实人员、公司场所和公司资产的安全和保障</p>	<p>FIS relies on: FIS 依靠:</p> <ul style="list-style-type: none"> Its legitimate interests in protecting its rights, the integrity of FIS services, operations, facilities and systems, and staff, and preventing fraud or the misuse of FIS services 在保护其权利、FIS 服务、运营、设备、系统及员工完整性以及防止欺诈或 FIS 服务的滥用方面的合法权益。
Preventing and detecting: 阻止和检测:	<p>Crime 犯罪</p>	<p>FIS relies on: FIS 依靠:</p> <ul style="list-style-type: none"> Its legitimate interests and legal obligations; 其合法权益及法定义务; FIS' legitimate interests in conducting sanctions and anti-money laundering screening and meeting regulatory requirements; and FIS 在执行惩罚和反洗钱筛查以及遵守法律要求方面的合法权益; 及 Its legitimate interest in protecting its rights and property. 其在保护其权利和财产方面的合法权益;
Monitoring, auditing and reviewing: 监督、审计与审核:	<p>Communications and information on company systems, including email and website usage 公司系统的沟通与信息，包括电子邮件及网页使用</p> <p>Compliance with company policies, procedures and processes 遵守公司政策、程序和流程</p> <p>Activity in company work locations FIS 工作场所的活动</p>	<p>FIS relies on: FIS 依靠:</p> <ul style="list-style-type: none"> Its legitimate interests in protecting the integrity of FIS services; and 其在保护 FIS 服务的完整性方面的合法权益; Its legitimate interests in protecting its rights, the integrity of FIS services, operations, facilities and systems, and staff, and preventing fraud or the misuse of FIS services. 在保护其权利、FIS 服务、运营、设备、系统及员工完整性以及防止欺诈或 FIS 服务的滥用方面的合法权益。

Purpose of processing 处理目的		Legal ground(s) for use 使用的法律依据
Preparing for, defending, participating in or responding to: 准备、辩护、参加和回复:	E-discovery requests for information 电子取证信息请求	FIS relies on: FIS 依靠: <ul style="list-style-type: none"> Legal requirements to participate in legal process; 法律要求, 以参加诉讼程序; FIS' legitimate interests in conducting sanctions and anti-money laundering screening and meeting regulatory requirements; and FIS 在以下方面享有合法权益: 执行惩罚和反洗钱筛查以及遵守法律要求; 及 Its legitimate interests in protecting its rights 保护其权利的合法权益。
	Litigation or potential litigation and other types of dispute resolution 诉讼或潜在诉讼以及其他类型的争议解决	
Processing and administering: 处理和管理:	Tax and other required withholdings 税收和其他的规定预提税款	FIS relies on: FIS 依靠: <ul style="list-style-type: none"> Legal record-keeping and reporting requirements; 合法的保留记录及报告要求; Its legitimate interests in protecting its rights and 保护其权利的合法权益; 及 The need to process personal data to fulfil contractual and legal obligations 为满足合同及法律义务而处理个人数据的需要。
	Reimbursements for business travel and other reimbursable business expenses 差旅补助和其他可补偿的业务支出	
	Invoices, payments, cash balances and accounting 发票、付款、现金余额及会计	

Categories of data - 数据类型

With respect to data subjects whose personal data is processed by FIS as FIS Controlled Personal Data, such as related to the collection of accounts receivable, the processing of accounts payable, sales, marketing, vendor and customer relationship management purposes, the FIS Controlled Personal Data processed may concern the following categories of data.

就其个人数据（如，与收取应收账款、处理应付账款、销售、营销、供应商和客户关系管理目的相关的个人数据）由 FIS 作为 FIS 控制的个人数据进行处理的数据主体而言，经处理的 FIS 控制的个人数据可采用以下数据类型：

Data Category 数据类型	Example 举例
Advice, opinions and other comments 建议、意见和其他评论	Engagement surveys, exit interviews. 就业调查、离职面谈。

Data Category 数据类型	Example 举例
Bank and financial details 银行和财务信息	Payment and/or expense reimbursement; direct deposit banking information; credit card information; wire clearing information; bank account number and sort codes; invoicing details and payment details. 工资和/或支出补偿; 直接存款银行信息; 信用卡信息; 电汇清算信息; 银行账号及分类代码; 开票详情及支付详情。
Business travel and movement data 商务差旅和活动数据	Travel data, including travel schedules; lodging, conveyance, meals and other expenses. 差旅数据, 包括差旅日程: 住宿、交通、餐饮和其他支出。
Grievance data 申诉数据	Complaints, tribunal data. 投诉、仲裁庭数据。
Information recorded on or in company systems, equipment or documents 在公司系统、设备或文件中记录的信息	Emails; text messages; web site usage; voicemail recordings; calendar or diary entries; correspondence, including Personal Information included in or on company systems, equipment or documents by the Data Subject. 电子邮件、正文信息; 网站使用、语音信箱记录、日程和日志、通信, 包括数据主体记录在公司系统、设备或文件中的个人信息。
Access records 访问记录	Dates, times and locations of entry and exit from controlled facilities and systems; computer and system logon/off audit trails. 登录和退出管理设备和系统的日期、时间和地点; 计算机和系统登录/退出的审计记录。
Organizational data 组织数据	Name, company structure, organizational charts, reporting relationships, titles, work contact details, email, accounting code details. 名称、公司架构、组织架构图、报告关系、职位、工作联系信息、电邮、会计代码信息。
Personal details and contact information 个人信息和联系信息	Name, gender, birth date, home and business address, phone numbers, email, government-issued identification numbers, identification numbers issued by or on behalf of the company, signatures, handwriting. 姓名、性别、出生日期、家庭和业务地址、电话号码、电子邮箱、政府发放的身份号码, 公司或代表公司发放的身份号码, 签名和字迹。
Photo, video or audio recordings 照片、视频或音频记录	Information collected by security systems, closed-circuit television; profile photographs, voice mail, recorded trainings, conferences or marketing materials. 安保系统、闭路电视采集的信息; 肖像照片、声音邮件、培训记录、会议和营销资料

Data Category 数据类型	Example 举例
Reports of disputes, defaults or policy violations 争议、违约或违反政策报告	Records of oral, written, email, telephone or similar reports pertaining to alleged and confirmed staff misconduct, contract issues, payment defaults, audits or violations of company policies. 关于指控和确认的员工渎职、合同问题、支付违约、审计或违反公司政策的口头、书面、电邮、电话或类似报告的记录。
Talent, education, and training details 人才、教育和培训信息	Education, skills, work experience, prior employment, training, language skills, technical skills, educational background, professional certifications and registrations, membership in professional bodies and organizations. 教育、技能、工作经验、先前履历、培训、语言技能、技术技能、教育背景、执业证书和登记、职业机构和组织的成员资质。
Work schedule data 工作表数据	Planned and actual working times. 计划和实际工作时间。
Workplace safety data 工作场所安全数据	Reports, photographs, video recordings. 报告、照片和视频记录。

Sensitive data - 敏感数据

In some jurisdictions, personal data that is considered “**sensitive personal data**” (or “special categories of data”) under applicable laws may be subject to more stringent protection and limitations on use than other personal data. What is considered sensitive personal data varies from country to country, but generally includes information relating to a person’s sexual orientation, racial or ethnic origin, alleged or actual criminal offense, physical or mental health or condition, trade union membership, political opinions, religious belief or genetic data. It is the intent of FIS that the FIS Controlled Personal Data will not include any personal data that would be considered sensitive personal data under the applicable laws of any jurisdiction.

在某些管辖区域，依据适用法律被视为“**敏感个人数据**”的个人数据，在使用时可能受到更为严格的保护和限制。不同的国家之间，被视为敏感个人数据的信息存在差异，但一般来说，包含关于一个人的性取向、种族或民族本源、指控或实际犯罪、身体或心理健康或状况、工会会员、政治观点、宗教信仰和遗传基因数据的信息。根据任何管辖区域的适用法律，FIS 并不希望 FIS 控制的个人数据将包含任何被视为敏感个人数据的个人数据。