

Applicant and Employee Privacy Notices

At Columbia Sportswear Company, including all subsidiaries and/or affiliates globally (“**Columbia**”), we take your data privacy and security seriously. Below are links for notices related to employee and applicant data privacy. If you have any questions or any issues accessing the documents, please contact the Columbia Sportswear Company Privacy Team at privacy@columbia.com.

- [Applicant and Employee Privacy Notice](#)
 - This notice applies to all employees and job applicants at all our locations globally
- [Applicant and Employee Privacy Notice – Addendum for North America](#)
 - This notice applies to all employees of our North American facilities and relates to data collection practices designed to reduce the risk of spreading the coronavirus (COVID-19) in and around the workplace