

## Privacy Notice - McKesson Careers

Effective Date: July 1, 2025

[View state-specific privacy rights here.](#)

At McKesson (“McKesson”, “McKesson subsidiaries and affiliates”, “our”, “us”, or “we”), we value the trust that job seekers place in us to appropriately use and protect personal information. This McKesson Careers Privacy Notice describes our use of personal information that we collect in connection with McKesson’s recruiting and application process. It also informs how McKesson will use, share and protect personal information about you. By using McKesson Careers site or providing personal information, you accept the privacy practices in this Privacy Notice.

We encourage you to read this Privacy Notice in full, which is associated with this site (<https://careers.mckesson.com/en>) (“McKesson Career’s site”, or “site”) before using or submitting any personal information. You are also encouraged to access our supplemental privacy notice linked above titled, “view state-specific privacy rights here” that is applicable in specific situations.

By making available your personal information, you confirm that:

- You have reviewed this Notice and agree that McKesson may process your personal information in accordance with this Notice, other applicable laws, and contractual obligations; and
- Your personal information may be transferred to and processed in any country where McKesson or their service providers conduct business for the purposes and in the manner specified in this Notice.

Without your personal information, McKesson and Workday cannot process your application for employment. If you prefer an alternate way to apply to a job, please contact us for assistance. Any alternate way will still result in your personal information being stored on McKesson and Workday systems.

### Scope

This Privacy Notice applies to our use of personal information we collect when searching for a role on the McKessons Careers’ site or in the ordinary course of business. Should you apply for a position that interests you, you will be redirected to another McKesson site where a different privacy notice will govern. The Privacy Notice does not apply to:

- McKesson affiliates and subsidiaries that may have separate websites, subdomains, and applications through other web, mobile, cloud or SaaS platforms which are not subject to this Privacy Notice.
- McKesson business partners, ad networks and other third parties that may have their own websites and services with separate privacy notices.

We encourage you to read the privacy notices of all websites and applications that you visit so that you understand their privacy practices.

### **Personal Information We Collect**

When you search for jobs on McKesson Careers' site, we may collect personal information about you including, but not limited to:

- Name
- Geolocation
- IP Address
- User's browser type
- User's operating system
- Information you submit to our virtual recruiting assistant
- User activity such as login-logout info
- Site / pages visited
- Number of visits to site
- Click stream navigation
- Navigation, beacon signal hits
- Errors / crash rates
- Device identification number / serial number (mobile phone, tablet, or computer)

Information you provide directly to us:

- When you use the portal.
- When you use offline features related to portal, such as communicating with us by phone, e-mail, or in person.
- When you interact with us in the ordinary course of business.

Personal information may be aggregated with other information that may not be considered personal information. If we combine your non-personal information with personal information, the combined information will be treated as personal information.

## Tracking Technologies We Use

We use various technologies to collect personal information including:

- **Web server logs**

As is true of most sites, we gather certain information automatically and store it in log files. This information may include IP addresses, browser type, internet service provider, referring/exit pages, operating system, date/time stamp and/or clickstream data.

- **Cookies**

We and our subsidiaries, business partners, marketing partners, affiliates, or other vendors may use cookies. Cookies uniquely identify your device or user account associated with this site. You can control the use of cookies by adjusting your browser preferences at any time. If you reject cookies, you may still use our site; however, your ability to use some features or areas of our site may be limited.

- **Geo-location Services**

When you allow us to track your location, we may collect information about your location and match it with your job search parameters. We may use various technologies to determine your location, such as sensor data from your device that may provide information on nearby Wi-Fi access points and cell towers.

- **Other Tracking Technologies**

We and our subsidiaries, business partners, marketing partners, affiliates, or other service providers may also use technologies, such as google analytics. We also use local storage such as HTML5 to collect and store content information and preferences. Third parties who we partner with to provide certain features on our site or to display advertising may also use local storage such as HTML5 to collect and store information.

These tracking technologies are used to collect user choices about McKesson's use of personal information, remember user's settings and track movements through our site.

## How We Use the Personal Information Collected

McKesson will limit the collection and use of personal information to that which is relevant and reasonably necessary to accomplish legitimate business purposes for which it is collected and used. We may use the personal information for purposes such as:

- Search for jobs
- Our virtual recruiting assistant chat bot to help answer your questions and get you to the right place.
- Surveys
  - o If you participate in surveys, we will request certain personal information from you. Participation in these surveys is completely voluntary and you have a choice whether to disclose this information. We will not share the personal information you provide through a survey with other third parties unless we give you prior notice and choice.
- Advertising
  - o We may partner with a third party to manage our advertising. Our third-party partner may use cookies and other technologies to gather information about your activities to provide you advertising based upon your browsing activities and interests. If you wish to not have this information used for the purpose of serving you interest-based ads, you may opt-out. Please note that this does not opt you out from being served non-specific ads. You may continue to receive generic ads.
- Corporate Transaction
  - o Such as in connection with the sale of part or all our assets or business, the acquisition of part or all of another business or another corporate transaction, including bankruptcy.

#### **How We Share Personal Information Collected**

We may provide your personal information to third parties that provide services to help us with our business activities on a “need to know” basis and in accordance with this Notice, applicable law, and contractual obligations. These companies are authorized to use personal information about you only as necessary to provide these services to us.

McKesson may also need to share information with other companies, organizations or individuals outside of McKesson if we have a good faith belief that access, use, preservation, or disclosure of that information is reasonably necessary to:

- Meet applicable laws, regulations, legal processes, or enforceable governmental requests
- Enforce applicable Terms of Service, including investigation of potential violations

- Detect, prevent, or otherwise address fraud, security or technical issues
- Protect against harm to the rights, property or safety of our users, McKesson, or the public as required or permitted by law.
- Engage in a merger, acquisition, reorganization, or sale of all or a portion of McKesson assets.

If you become a McKesson employee, McKesson discloses the following personal information to all McKesson employees: names, titles, company-provided user identifications, office mailing or physical address, work telephone numbers, company-provided or company-reimbursed mobile numbers and work email addresses. McKesson employees will use and disclose such personal information only for legitimate business purposes.

#### **Access to Personal Information**

Where required by applicable law, McKesson will provide you with reasonable access to your personal information that we hold about you. McKesson may require you to provide sufficient information to confirm your identity to fulfill the request. You must ensure your information is accurate and up-to-date and notify McKesson when there are changes. For Canadian requests, please see refer to the Canada Access Requests Online Form link located in the Contact Section of this notice.

#### **Your Choices**

You can limit the personal information you disclose to us by choosing not to provide it within the site or by failing to provide information through any offline features or in the ordinary course of business. Depending on where you live, you may have certain rights with respect to your personal information under applicable data protection laws, which can be viewed [HERE](#) for U.S. rights and [HERE](#) for Canadian rights.

#### **International Use & Cross-Border Data Transfers**

If you are visiting our Portal from outside of the United States, please note that our Portal is hosted in the United States. Where permitted by applicable law, we may transfer the personal data we collect about you to the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary for the purposes set out in this notice. For individuals in the European Union, European Economic Area, Switzerland, and United Kingdom: We will only transfer Personal Data to third parties located outside of this region when it has ensured appropriate safeguards for such Personal Information through use of the standard contractual clauses

or other lawful and approved methods. To request a copy of applicable cross-border data transfer agreements, please reach out to us.

### **Data Subject Rights (GDPR)**

If you are in the European Economic Area (EEA) you have the following rights:

- **Access.** You have the right to request confirmation as to whether we are processing your Personal Data and, where that is the case, to access such Personal Data. Upon request, we will provide you with a copy of your Personal Data in a commonly used electronic format. We may require you to verify your identity before fulfilling your request. If you request additional copies, we reserve the right to charge a reasonable administrative fee based on the associated costs.
- **Rectification.** You have the right to request that we correct any inaccurate Personal Data we hold about you, and where applicable, you may also request that incomplete Personal Data be completed.
- **Deletion.** With certain exceptions, you have the right to request the deletion of your Personal Data that we process. We will comply with such requests unless we are required to retain the data to comply with a legal obligation or to establish, exercise, or defend legal claims.
- **Restriction.** You are entitled to request that we restrict the processing of your Personal Data in certain circumstances, including where:
  - You believe the Personal Data we hold is inaccurate;
  - Our processing is unlawful; or
  - Processing the data for a specific purpose is no longer needed.
- **Portability.** You have the right to request that we transmit the Personal Data we hold about you in a structured, commonly used, and machine-readable format to another controller, where technically feasible, when you have provided us with your personal information and we are processing that information based on your consent to perform our obligations.

- **Objection.** You have the right to object processing, where the legal justification for our processing of your Personal Data is our legitimate interest. We will cease processing unless we have compelling legitimate grounds for the processing which override your interests and rights, or if we need to continue to process the data for the establishment, exercise or defense of a legal claim.
- **Withdrawing Consent.** You have the right to withdraw your consent to our processing of your Personal Data at any time, free of charge. The withdrawal of consent does not affect the lawfulness of any processing carried out prior to the withdrawal. This shall include cases where you wish to opt out from marketing messages that you receive from us.

If you believe that we have not complied with applicable data protection laws, you are entitled to submit a complaint with the local data protection authority.

### **Retention**

We will retain your personal information in accordance with McKesson policies and practices, as necessary to comply with our legal obligations, resolve disputes or enforce our agreements.

### **How We Protect Your Information**

We protect the information we collect with appropriate physical, electronic, and administrative safeguards. We only allow our employees, contractors, and agents to access personal information if they need access to perform services on McKesson's behalf. They are also subject to confidentiality obligations.

Any sensitive personal information is transmitted in an encrypted form using SSL encryption. Even though we and our contractors have security safeguards, it is impossible to guarantee 100% security. If you have any questions about security or believe that your interactions with us are no longer secure (for example, you feel that your account with us has been compromised), you must notify us immediately by email at [Privacy@McKesson.com](mailto:Privacy@McKesson.com).

### **Children's Privacy**

We do not knowingly collect or solicit any personal information from children, as defined under applicable law, without verified written parental consent, and we have no actual knowledge of selling such personal information of minors under 18 years of age. If we learn that we have collected personal information from a child, we will promptly take steps to delete that information. If you believe we

might have any information from or about a child, please refer to the Contact Information section below.

### **International Use and Cross-Border Data Transfers**

If you are visiting our site from outside of the United States, please note that our site is hosted in the United States. Where permitted by applicable law, we may transfer the personal data we collect about you to the United States and other jurisdictions that may not be deemed to provide the same level of data protection as your home country, as necessary for the purposes set out in this notice.

For individuals in the European Union, European Economic Area, Switzerland, and United Kingdom: We will only transfer Personal Data to third parties located outside of this region when it has ensured appropriate safeguards for such Personal Information through use of the standard contractual clauses or other lawful and approved methods. To request a copy of applicable cross-border data transfer agreements, please reach out to us.

### **Changes to this Privacy Notice**

We may update this Privacy Notice from time to time. Updates may describe new features, products, or services. Updates may also describe changes in how we use your personal information or to your controls. We will not apply changes to this Privacy Notice retroactively to personal information we have previously collected. Since we may make changes, we recommend that you read the current version of this Privacy Notice from time to time. If we make changes to this notice, we will update the date at the beginning of this notice.

### **Complaints**

You have the right to submit a complaint with your local supervisory authority. In Ireland, this is the Irish Data Protection Commission. Contact details for the Irish Data Protection Commission:

Irish Data Protection Commission Website: <https://www.dataprotection.ie/en/individuals/exercising-your-rights/raising-concern-commission>

### **Contact Information**

If you have questions or concerns about this Privacy Notice, our information handling practices, or any other aspect of privacy and security of your personal information, please contact us at:

Privacy@McKesson.com.

You may also write to us at:

**McKesson Corporation (US)**

ATTN: Privacy Officer (Privacy Notice, McKesson Applicants / Careers)  
2 National Data Plaza NE, 3rd Floor  
Atlanta, GA 30329

**McKesson Canada Corporation (Canada)**

ATTN: Privacy Officer  
2300, Meadowvale Blvd.  
Mississauga, ON, L5N5P9  
Email: [Compliance@McKesson.Ca](mailto:Compliance@McKesson.Ca)  
Phone Number - 1-855-292-5010.

[Canada Access Requests Online Form Link](#)

**McKesson Corporate (Cork)**

ATTN: Privacy Officer  
3300 Cork Airport Business Park  
Kinsale Rd.  
Cork, Ireland  
12XN72  
[receptionirl@mckesson.com](mailto:receptionirl@mckesson.com)