

Statement on Privacy for External Candidates

Introduction

Our commitment to data protection

At Bax & Company we are committed to protecting your personal data. As a data controller, we manage your personal data in a responsible way and aim to be transparent in our personal data processing. Detailed information regarding our practices can be found in this Privacy Statement for External Candidates (“**Privacy Statement**”).

This Privacy Statement

This Privacy Statement describes how Bax & Company collect and process the personal data of Bax & Company’s candidates and is relevant for you if you apply for a job at Bax & Company. You are considered a Candidate up until the moment you receive a formal rejection, or you sign an employment agreement with us.

Basic principles and Bax & Company data protection commitments

With regards to protecting your personal data we have committed ourselves to the following basic principles:

- You have no obligation to provide any data requested by us. However, if you choose not to, we may not be able to assess your compatibility with the job description, which might result in the rejection of your application.
- We only collect and process your personal data for the purposes set out in this Privacy Statement or for specific purposes that we share with you and/or that you have consented to. Your data will not be processed in a manner incompatible with those purposes.
- We will only collect, process and use the minimum required personal data and not more than is required for the purposes as described in this Privacy Statement.
- When we process your personal data, we take adequate measures to keep it as accurate and up to date as possible.
- We have implemented a number of security measures to protect your data from misuse, interference, loss, unauthorized access, modification or disclosure.
- As a rule, we keep your personal data for the time period necessary for processing purposes or for the time period expressly required by law. If data is no longer needed for any of the purposes as described in this Privacy Statement and we are not required by law to retain it, we will delete or anonymize it. See retention periods set forth in this Privacy Statement
- Your personal data will not be shared, sold, rented or disclosed other than as described in this Privacy Statement.

Furthermore, we process your personal data in accordance with applicable data laws, i.e.:

- the General Data Protection Regulation (“GDPR”);
- the Member State laws applicable;
- any mandatory guidelines or recommendations implementing the GDPR or the Member State laws applicable.

How do we collect your data?

- Collected when browsing our website

We collect data from cookies and other technologies.

- Collected directly from you and generated by Bax & Company

Bax & Company collects your personal data directly from you when you apply for a position at Bax & Company. In addition, we may also generate personal data in relation to you during your application procedure, for example if we take notes during interviews.

What personal data do we process?

This personal data may include:

- your name, first name, gender for diversity purposes, age, nationality, contact details, home address, home country, photo (if available), languages;
- education (incl. certifications);
- work experience (history, years of experience, current employer, current job title, team management experience);
- skills and competencies;
- interview notes;
- career interests and work preferences;
- geographical mobility;
- current compensation and expected compensation;
- previous applications at Bax & Company and/or status;
- various interactions/meetings with Bax & Company.

Additional categories of personal data

Bax & Company may in some situations request and process additional information if this is necessary for the assessment of the compatibility with the specific function.

When collecting data, we indicate in the job offer description where such data is necessary for us to assess your application or comply with legal requirements.

In case you do not provide this data, we might be unable to assess your compatibility with the job position, which might result in Bax & Company automatically rejecting your application.

Sensitive data

Depending of your country of residence and applicable law, sensitive data might include data revealing racial

or ethnic origin, data concerning health, data relating to criminal convictions and offenses and government issued identification numbers (passport number, ID number, social security number, etc).

In principle Bax & Company does not process sensitive data relating to you unless the nature of the job requires the processing of such information and only when allowed under Applicable Regulation.

Why do we collect and use your personal data?

Legal basis of the processing

According to Applicable Regulation, if you are located in the EU, we will only process your personal data pursuant to the following legal basis:

- Legitimate business interest: the processing of your personal data is necessary to manage recruitment processes, assess and confirm (if that is the case) candidates' suitability for employment;
- Contract: the processing is necessary in the preparation of your job offer and employment contract in case you are to be hired;
- Legal obligation: the processing is necessary for us to comply with our legal obligations (not including contractual obligations). For example: compliance with local labor and employment laws; and
- Consent: In cases where consent is needed, it will always be requested in advance, for the specific purpose(s) and only for cases where you can voluntarily and freely give it. For example: when applying to a job offer, you can consent to share your personal data with all Danone recruiters worldwide for a specific period of time.

If you are not located in the EU, and if the applicable legislation of your country of residence requires your consent to collect and process your personal data, when you apply to a Bax & Company job offer, you agree and accept that you are considered having provided us with the necessary consent.

Retention period

We will only retain your personal data in our systems for the time necessary to achieve the purposes for which we collected it as described in this Privacy Statement, including to comply with any legal or accounting requirement. We will then remove the personal data from our systems or permanently and in an irreversible way make it anonymous for statistical purposes, meaning that you cannot be associated with it.

In the event the recruitment for the position you applied for is unsuccessful, Bax & Company may keep and use your personal data to consider you for other positions for the retention period applicable to your country running from the date you applied.

In case you do not want to be considered for other positions and you would like your personal data removed from our systems, you may be entitled to delete your personal data or ask Bax & Company to do so at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

Please note that in accordance with Applicable Regulation, your personal data may be retained for a set period of time in Bax & Company's legitimate interests and/or to comply with our legal obligations.

In case you did not apply directly (e.g. your application was triggered via a referral process), you will have

thirty (30) days to accept our Privacy Statement. If you do not approve it within this time-period, your personal data will be removed.

In case you are hired by Bax & Company after the recruitment process, your personal data will be used in connection with your employment according to the applicable Bax & Company data protection policies and guidelines, which shall be communicated to you upon your hiring.