

Solvay Recruiting tool Privacy Policy dated June 21, 2019

Solvay is committed to protecting your privacy under the applicable legislation in relation to the protection of information regarding identifiable individuals, including the General Data Protection Regulation 2016/679, as well as any new European or local legislation that may come into force during the use of the Solvay Recruiting tool in order to provide a secure online experience.

We seek to ensure that our systems are functioning properly and will use reasonable and customary efforts to protect your personal information in our possession provide to us through the use of the Solvay Recruiting tool.

Basic Definitions: Here are some basic definitions that will help in reviewing this document. Unless the context clearly requires otherwise:

- When we say “you” (and its variations) we mean you as an individual.
- When we say “we” or “Solvay” (and their variations: “Solvay Group” or “Group”) we mean Solvay SA and its subsidiaries with headquarters address at Solvay SA, located at : Rue Ransbeek, 310, B-1120 Brussels, Belgium

This Privacy Policy describes:

- The types of Personal Information (defined below) we may collect or that you may provide when you register with, access, or use the Solvay Recruiting tool.
- Our practices for collecting, processing, maintaining, protecting, and disclosing the Personal Information

This Privacy Policy applies only to Personal Information we collect in the Solvay Recruiting tool.

This Privacy Policy DOES NOT apply to Personal Information that we collect offline or on any other Solvay apps or websites, including websites you may access through this tool.

Our websites and apps or any other third parties have their own privacy policies, which we encourage you to read before providing information on or through them.

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, do not register with, or use the Solvay Recruiting tool. By registering with, or using the Solvay Recruiting tool, you agree to this Solvay Recruiting tool Privacy Policy. This Privacy Policy may change from time to time. Your continued use of the Solvay Recruiting tool after we revise this policy means you accept those changes, so please check the policy periodically for updates.

Data Collection

Solvay Recruiting tool contains several key features that may collect Personal information:

- to apply online
- to configure job alert
- to see your previous applications
- to allow us to handle your application.

We may collect and process some personal information relating to you such as name, e-mail address, and phone number as well as your Curriculum Vitae containing information like your personal address, hobbies, education, qualifications and work experience. Please ensure that all information you submit is accurate and not misleading.

We will be unable to consider you for employment if you do not provide us with these details. In some countries, we collect personal data about you from third parties, such as references supplied by former employers, subject to applicable local law requirements.

We might use your e-mail address to invite you to participate in a follow-up survey on the recruitment process. Your participation in such a survey is completely voluntarily.

The lawfulness of such collection and processing of your Personal Information as it may pertain to your geographical localization will always be based on your prior express consent, it being specified that participation in using the Solvay Recruiting tool is completely voluntary and is your choice.

The scope and features of the processing of your Personal Information will depend on the options that you activate or not on your account (and thereafter at anytime by adjusting the settings on your user account) for your use of the Solvay Recruiting tool.

Your consent will be directly collected through the use of a Cookie

By accepting the request for using Cookies when you connect for the first time to a website, the following Cookies policy applies:

How do we use Cookies

Solvay receives and records information, which may include Personal Information, from your browser when you use the Solvay Recruiting tool. We use a variety of methods, such as cookies to collect this information, which may include your (1) IP-address; (2) unique cookie identifier, cookie information and information on whether your device has software to access certain features; (3) unique device identifier and device type; (4) domain, browser type and language, (5) operating system and system settings; (6) country and time zone; (7) previously visited websites; (8) information about your interaction with our Solvay Recruiting tool such as click behavior, purchases and indicated preferences; and (9) access times and referring URLs.

Cookies are small text files that contain a small amount of information that is downloaded on your device when you visit the Solvay Recruiting tool. Cookies are then sent back to the original Solvay Recruiting tool to other websites or applications that recognize those cookies upon each subsequent visit. Cookies are useful because they allow a website or application to recognize your device and to put this information in connection with other information about you. Certain cookies will be sent to your device when you visit the Solvay Recruiting tool, subject to your consent where required.

Cookies perform multiple functions, such as allowing you to navigate between pages efficiently, remembering your preferences, push personalized information based on your browsing history, and more generally improving your user's experience. We use cookies for session management in order to authenticate users and to keep information such as user's country, language and other preferences. This enables us to provide services to you and improve your online experience. All session cookies are temporary and expire once the session is closed or expired.

The use of cookies may involve the treatment of Personal Information. However, most cookies do not collect information that identifies you directly but instead collect general information such as how you arrived on the Solvay Recruiting tool and how you used the Solvay Recruiting tool.

We use analytics cookies to obtain aggregate data about site traffic and site interaction, to identify trends and obtain statistics which help us collect information on how users use our Solvay Recruiting tool. We use the information we get from such cookies to improve our Solvay Recruiting tool and services. These cookies may be used to count the number of visitors to the Solvay Recruiting tool, to determine the most viewed pages or to analyze user behavior (e.g. visit duration, consulted pages, referring pages). These data are used to calculate statistics. Thanks to these statistics, we know how to improve our Solvay Recruiting tool and how to provide you with better services. To opt-out of the use of these analytics cookies, please use this link: <https://preferences-mgr.truste.com>.

Browsers are usually set to accept cookies. If you do not agree, in whole or in part, with our use of cookies as described in this Policy, you can disable them or otherwise change your device or browser settings so that cookies, or certain types of cookies, cannot be placed on your device anymore. You can also delete cookies already in place on your hard drive if you wish.

Changing Your Cookie Settings on Your Browser

While we provide the means to opt-out from the use of cookies above, for a comprehensive and up-to-date summary of every third-party accessing your web browser (through Solvay Websites or otherwise), we recommend installing a web browser plugin built for this purpose. You can also choose to have your computer warn you each time a cookie is being sent, or you can choose to turn off all cookies. You do this through your browser settings on each browser and device that you use. Each browser is a little different, so look at your browser Help menu to learn the correct way to modify your cookies. If you turn cookies off, you may not have access to many features that make the Solvay Recruiting tool more efficient and some of our services will not function properly.

Recipients of your Personal Information and international data transfers

We will process your Personal Information in accordance with the Solvay Recruiting tool Privacy Policy you have consented to. Solvay may communicate your Personal Information only to the authorized persons within Solvay and its subcontractors who/which need to know such Personal Information in order to accomplish their respective missions contributing to fulfilling the Purposes, who undertake to ensure the strict confidentiality of the Personal Information in their possession (the "Recipients").

Prior to transferring Personal Information to Recipients located outside of the EU in order to fulfill the Purposes, we ensure that the destination country provides for an adequate level of data protection or, if it is not the case, those appropriate safeguards are implemented. You have consented to the international transfer to your Personal Information outside of your country as deemed necessary by Solvay in accordance with the Solvay Recruiting tool Privacy Policy.

Retention of your Personal Information

We shall retain your Personal Information according to the applicable laws:

- In the event your application is unsuccessful, and if you have not applied to another position for six months (US: 36 months), it will be automatically deleted from our database. You may modify it as often as you want.
- If you gain successful employment with us we will retain your personal data and transfer this into your personnel file. A separate privacy notice will be provided in these circumstances.

- Upon withdrawal of your personal information we will no longer consider you as a candidate in the recruiting process for a specific job opening and will delete your personal data after the applicable retention period
- If you have been referred to us by an agency or a Solvay employee we will only keep your data upon your consent to this privacy policy. If you opt out, we will immediately delete your data. If you neither opt in nor opt out, your data will be deleted after 14 days.

Please do not transmit sensitive information to us such as your ethnic origin (this can however be provided voluntarily by applicants in the US at the applicable application phase), your political opinion, your philosophic and religious opinion, your membership of a trade union or a political party, your physical and mental health, your sexual orientation, a legal proceeding, your National Identity number or your Social Security number.

Your rights

You have the right to request from us access to, rectification and removal of Personal Information, as well as restriction of the processing concerning you. You also have the right to object to processing as well as the right to data portability.

Since the collection and processing of your Personal Information is based on consent, you have the right to withdraw your consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

To exercise the above rights, as well as for obtaining information and/or copy of the safeguards in place to secure the international transfers of your Personal Information, you can contact the following service: privacy@solvay.com

You have also right to lodge a complaint with a supervisory authority.

We may update the Solvay Recruiting tool Privacy Policy from time to time. If we make material changes to how we treat our users' Personal Information, we will post the new privacy policy on this page with a notice that the privacy policy has been updated.

The date this Solvay Recruiting tool Privacy Policy was last revised is identified at the top of the page. You are responsible for ensuring periodical visits to this Solvay Recruiting tool Privacy Policy to check for any changes.

Governing Law and competent jurisdiction

All matters relating to the Solvay Recruiting tool and this Solvay Recruiting tool Privacy Policy and any dispute or claim arising therefrom or related thereto (in each case, including non-contractual disputes or claims), shall be governed in all respect by the laws of Belgium.

In the event of any dispute regarding the interpretation or the performance of this Solvay Recruiting tool Privacy Policy, we shall first attempt to settle it amicably through negotiation. If this is unsuccessful, we irrevocably agree that the courts of Brussels (Belgium) shall have exclusive jurisdiction to settle any dispute or claim that arises out of or in connection with this Privacy Policy or its subject matter or formation (including non-contractual disputes or claims). All proceedings and disputes shall be conducted in the English language.

ANY CAUSE OF ACTION OR CLAIM YOU MAY HAVE ARISING OUT OF OR RELATING TO THIS SOLVAY RECRUITING TOOL PRIVACY POLICY OR THE WEBSITE MUST BE COMMENCED WITHIN ONE (1) YEAR AFTER THE CAUSE OF ACTION ACCRUES, OTHERWISE, SUCH CAUSE OF ACTION OR CLAIM IS PERMANENTLY BARRED.

Our Solvay Recruiting tool may contain links to other companies' digital tools. Solvay is not responsible for the privacy practices or the content of such digital tools.

FOR JOBS IN THE UNITED STATES ONLY, THE FOLLOWING APPLICANT STATEMENT APPLIES.

I understand and agree that:

Registering my personal data by creating a profile does not constitute an application. To apply for a position I must register my personal data by completing a Profile, link my Profile to a specific job opening and submit a completed Employment Eligibility Questionnaire. In addition, in the US, there are three further requirements that determine whether an individual is indeed an applicant:

1. Employment Eligibility Questionnaires older than 180 days will not be considered;
2. All information submitted in the Profile and Employment Eligibility Questionnaire indicates the individual possesses the minimal qualifications for the specific job opening; and
3. The individual has at no point in the company's selection process, prior to receiving an offer of employment from the company, removed himself or herself from further consideration, or otherwise indicated that he or she is no longer interested in the specific job opening.

By clicking on "I AGREE", you accept the terms and conditions of this Solvay Recruiting tool Privacy policy and you consent to the collection, store, use, sharing of your Personal Information by Solvay in accordance with the Solvay Recruiting tool Privacy policy.

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