

Solvay Recruiting tool

Sites Rules and Privacy

Welcome to Solvay Recruiting tool. The purpose of this tool is to enable you to apply online to a job in Solvay and to allow us to handle your application and to join the Solvay Talent Community. We have tried to give our digital tool visitors a useful roadmap through the two documents, and to write the policies, terms and rules in plain language.

Roadmap: There are two documents that you should review carefully. We refer to them as the “two key documents.” They are:

- Solvay Recruiting tool Rules (this document)
- Solvay Recruiting tool Privacy Policy (see link below)

Basic Definitions: Here are some basic definitions that will help in reviewing each of these documents. 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

Solvay Recruiting tool Rules

By registering and using this Solvay Recruiting tool, you are agreeing:

- To comply with the provisions of the Solvay Recruiting tool Rules, and that you are aware of the terms of the [Solvay Recruiting tool Privacy Policy](#)
- To keep your user name and passwords safe and confidential and promptly notify Solvay if they have been lost, stolen, misused or compromised in any way;
- To comply with the laws of the jurisdictions in which you are located and to which you are communicating, and not to use the Solvay Recruiting tool in any abusive or unlawful manner;
- To not modify, interfere, decompile, decrypt or reverse-engineer this Solvay Recruiting tool or content for any reason;
- That, even if Solvay is not obliged to, it has the right to monitor digital tool activity and take reasonable action to protect such tool and its visitors against unauthorized use or violations;
- That Solvay may, for technical or other reasons, suspend or terminate the functioning of the Solvay Recruiting tool, or your registration or use of the latter.

If you do not agree with the Solvay Recruiting tool Rules, 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 Rules. These Rules may change from time to time. Your continued use of the Solvay Recruiting tool after we revise these Rules means you accept those changes, so please check the policy periodically for updates.

Disclaimer

You acknowledge that Solvay disclaims representation and warranty or liability whether express, implied, oral or written regarding the Solvay Recruiting tool, including without limitation any representations or

warranties, accuracy of content, loss of data, unavailability of the services, inaccuracy of transmission, or other commitments of merchantability or fitness for a particular purpose or of satisfactory quality or that Solvay Recruiting tool services are free from minor errors or bugs or will be uninterrupted, even if we are expressly advised of the possibility of such damages.

You agree that Solvay will have no liability whatsoever in connection with your use of the Solvay Recruiting tool or the results or lack thereof which you may obtain with such use, and any recommendation or advice obtained from the Solvay Recruiting tool. Without limiting the foregoing, Solvay makes its Solvay Recruiting tool service available on an “as-is, where-is, together with all faults” basis, and all risks associated with the use thereof lie solely and exclusively with you.

Subject always to the above disclaimer, the information on the Solvay Recruiting tool is presented in good faith for general information purposes only, and it is our intention to keep the information on the Solvay Recruiting tool accurate, complete and up-to-date. In this connection, we may update such information from time to time, as well as make improvements and/or changes in the Solvay Recruiting tool service at any time without notice.

Information You Provide

In using the Solvay Recruiting tool, you may provide us with certain personal information necessary to use the Solvay Recruiting tool 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.

The Personal Information that you provide to Solvay will be used and protected in accordance with [Solvay Recruiting tool Privacy Policy](#).

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

- to apply online
- to join the Solvay Talent Community
- to configure job alert
- to see your previous applications
- to allow us to handle your application.

We also make use of Google Analytics technology which provides us information on the systems used to connect to Solvay Recruiting tool such as country of connection, browser type, device type, etc. You will ensure that all information you submit is accurate and not misleading.

When using the Solvay Recruiting tool features to apply to a job opening or to join Solvay Talent Community, you are solely responsible for collecting, inputting and updating all your data that you provide us when using the Solvay Recruiting tool and for ensuring (a) your data does not include anything that actually or potentially infringes or misappropriates the copyright, trade secret, trademark or other intellectual property right of any third party or contain anything that is obscene, defamatory, harassing, offensive or malicious, and (b) that you have collected and handled all data in compliance with all applicable data protection laws, rules and regulations (c) the accuracy and reliability of the data for the purpose of using the features of the Solvay Recruiting tool.

You retain ownership and intellectual property rights in and to the data and you grant to us a limited, royalty-free, non-exclusive and non-transferable license, to copy, store, configure, perform, display and transmit your data solely as necessary for us to provide the services offered when using the Solvay Recruiting tool for as long as you use the application.

We assume no liability in connection with the use of the Solvay Recruiting tool to perform in any manner whatsoever or to achieve any results.

Information from Others

Please note that when you access a third party digital tool or website (even via the Solvay Recruiting tool), Solvay has no control over their content and does not necessarily approve such content.

You should therefore take precautions with regard to such third party tools and websites, so as to protect yourself and your devices from viruses, worms, Trojan horses and other items of a destructive nature.

Intellectual Property Rights

Please be aware that Solvay Recruiting tool is a digital tool and its contents, including trademarks, names and other distinctive signs, texts, logos, icons, graphics, schemes, images and photographs, as well as the “look and feel” of the digital tool (“Digital tool Elements”) are protected by intellectual property rights owned by or duly licensed to Solvay.

You can copy web page documents or contents from this digital tool, but only for your own private use and/or non-commercial purposes.

Governing Law and competent jurisdiction

All matters relating to the Solvay Recruiting tool and these Solvay Recruiting tool Rules 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, excluding the United Nations Convention on Contracts for the International Sales of Goods.

In the event of any dispute regarding the interpretation or the performance of these Solvay Recruiting tool Rules, 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 these Rules 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 THESE SOLVAY RECRUITING TOOL RULES 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.

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If you have any questions regarding the use of this digital tool and/or the terms of the present Solvay Recruiting tool Rules, please feel free to contact [HR Support](#).

By clicking on “I AGREE”, you accept the terms and conditions of these Solvay Recruiting tool Rules.