



## **Applicant Privacy Notice**

**Last Updated: December 5, 2023**

Together with the [Chemours' Global Information Privacy Policy and Privacy Statement \(link\)](#), this notice describes Chemours practices in connection with job applicant-related personal information. The Chemours Company and its affiliates values your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Notice ("Notice") is applicable to all the information collected by Chemours to facilitate your application for a job within the Chemours family and includes your use of our Careers Site. Personal information submitted elsewhere on Chemours' and its affiliates' web sites will be used in accordance with our general online Privacy Statement or the Privacy Notice on the applicable website.

This Careers Site is operated by Chemours **1007 Market St., Wilmington, DE 19898, United States**) in order to support Chemours' recruitment functions.

### **DIVERSITY**

Chemours is an equal opportunity employer, which means we offer equal treatment to all applicants. Chemours does not discriminate, either directly or indirectly, on the grounds of sex, sexual orientation, trans-sexuality, race, ethnic origin, religion, belief, disability, marital status, creed, nationality, national origin, color, and/or age in any area of recruitment. In some countries we may ask for information on the ethnic origin, gender, and disability of our applicants for the purpose of monitoring adherence to equal opportunity requirements or as required by local law. If you have a disability and would like to indicate, as part of your application, any relevant effects of your disability and any adjustment which you consider should reasonably be made to the process to assist your application, please do so in the relevant field during the application process.

### **YOUR CONSENT**

Please read this Notice carefully and indicate your acceptance of our collection, saving, use, transfer, and disclosure of personal information as described in this Notice by clicking the "Yes, I have read and consent to the Terms and Conditions" box. Be aware that we will need your consent to grant you access to apply for a position online.

To the extent the personal information you provide reveals or contains information that may qualify as sensitive information under applicable law, including: information on race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric data, political or philosophical beliefs, political party or trade union membership, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings, and veteran status you expressly authorize Chemours to collect and use such information for the purposes described in this Notice (see below, Use of Personal Information).

By agreeing to this Applicant Privacy Notice, you agree that your personal information may be transferred to the United States or any other country where Chemours may conduct business, which may have a different data protection regime than the country in which you reside.

By providing Personal Information to Chemours, you agree to the terms and conditions of this Privacy Statement.

## **INFORMATION WE COLLECT ABOUT YOU**

This Notice covers any Personal Information you submit when you apply or search for a position at Chemours. Personal Information ("PI") is information that identifies you as an individual or that can be used to identify you when combined with other available information about you.

Depending on how you submit your application or conduct your job search, we may collect the following:

Information about you may include:

- Your name;
- Postal address (including billing and shipping addresses);
- Telephone number;
- Fax number; and
- Email address;
- Log-in and password;
- CV, résumé, cover letter, previous work experience and education information;
- Employment preferences, willingness to relocate, current salary, desired salary and how you heard about the Careers Site;
- Professional and other work-related licenses, permits and certifications held;
- Language and other relevant skills;
- Awards and professional memberships;
- Work authorization status, available start date;
- Information relating to references; and
- Any other information you elect to provide to us.

Government identification Information including:

- National ID numbers such as Social Security Numbers; and
- Employment Eligibility.

Device Information, such as

- IP Address;
- Browser information;
- Type of device used to submit your application;
- The operating system name and version of the device used to access the Services;
- Device manufacturer;

- Application version accessed on your device;
- Device ID; and
- Geolocation data.

If you are selected and an offer is to be extended, you might be asked to provide additional information, such as date of birth, social security number or other information you agree to provide to us (depending on the country) necessary to draft the offer letter/employment contract.

We ask that you do not submit the following information which may qualify as sensitive information under applicable law, except where Chemours asks for that information because it is legally required: information on race, religion, ethnicity, nationality, or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric data, political or philosophical beliefs, political party or trade union membership, judicial data such as criminal records or information on other judicial or administrative proceedings, and veteran status.

Information collected through cookies, pixel tags and other technologies:

- Like many website owners and operators, we use automated data collection tools such as Cookies and Web Beacons to collect certain information.
- “Cookies” are small text files that are placed on your hard drive by a Web server when you access our Site. We may use both session Cookies and persistent Cookies to identify that you’ve logged in to the Site and to tell us how and when you interact with our Site. We may also use Cookies to monitor aggregate usage and web traffic routing on our Site and to customize and improve our Site. Unlike persistent Cookies, session Cookies are deleted when you log off from the Site and close your browser. Although most browsers automatically accept Cookies, you can change your browser options to stop automatically accepting Cookies or to prompt you before accepting Cookies. Please note, however, that if you don’t accept Cookies, you may not be able to access all portions or features of the Site. Some third-party service providers that we engage (including third-party advertisers) may also place their own Cookies on your hard drive. Note that this Privacy Policy covers only our use of Cookies and does not include use of Cookies by such third parties.
- “Flash Cookies” are local stored objects used to collect and store information about your preferences and navigation to, from, and on our Website. Flash cookies are not managed by the same browser settings that are used for browser cookies.
- “Web Beacons” (also known as Web bugs, pixel tags or clear GIFs) are tiny graphics with a unique identifier that may be included on our Site for several purposes, including to deliver or communicate with Cookies, to track and measure the performance of our Site, to monitor how many visitors view our Site, and to monitor the effectiveness of our advertising. Unlike Cookies, which are stored on the user’s hard drive, Web Beacons are typically embedded invisibly on web pages (or in an e-mail).

Information about you provided by third parties:

- In certain instances, we may also acquire Personal Information (including personal, demographic, behavioral and information about you from third parties, such as references or background check services as permitted by law.

Any other PI you provide to us either on our application form or during the hiring process:

- Qualifications, social media accounts, awards, professional memberships, educational achievements, diplomas, transcripts, languages and other relevant skills;
- Any PI you provide us in your application or during interviews at our premises, including your employment preferences, willingness to relocate, current salary, desired salary, professional and other work-related licenses, permits and certifications held, and work eligibility;

Any other PI you disclose to us in your curriculum vitae (“CV”):

- resumé, and cover letter; and
- Any information relating to references.

## **HOW WE COLLECT YOUR PERSONAL INFORMATION**

Chemours collects Personal Information identified above when you visit the Careers Site, submit your application, review application status, correspond regarding your application, or receive an interview.

## **USE OF PERSONAL INFORMATION**

Personal information submitted through the Careers Site will be collected, used, transferred and disclosed, in other words, processed, for Chemours’ global recruitment functions, legal compliance, and for related management and planning purposes. Chemours may use the personal information on your application, as permitted by local law, to:

- Process your application;
- Assess your capabilities and qualifications for a job;
- Conduct reference checks;
- Provide to you any services available on the Careers Site from time to time;
- Communicate with you;
- Comply with any applicable law or regulation;
- Monitor and record services whether provided by Chemours or a third party; and
- Conduct background checks if you are offered a job-;
- Preserve our other legitimate interests, for example, for Chemours’ administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within Chemours and its affiliates;
- Determine whether your profile is suitable for other job vacancies at Chemours, and
- Manage the new-hire process if we elect to make you an offer.

In the event we make you an offer, personal information you submit may be incorporated into our human resources system and used to manage the new-hire process. If you become an employee, any personal information that you submit may become part of your employee file and may be used for other employment/work-related purposes.

Chemours may also use the information as we believe to be necessary or appropriate: (a) under applicable law, including laws outside your country of residence; (b) to comply with legal process; (c) to respond to requests from public and government authorities including public and government authorities outside your country of residence; (d) to enforce our terms and conditions; (e) to protect

our operations or those of any of our affiliates; (f) to protect our rights, privacy, safety or property, and/or that of our affiliates, you or others; and (g) to allow us to pursue available remedies or limit the damages that we may sustain.

## **DISCLOSURE OF PERSONAL INFORMATION**

Except to the extent necessary to fulfill our business obligations as described in this Applicant Privacy Statement, or to accomplish a disclosure requested or authorized by you based on your express advance consent, we do not sell, transfer, or otherwise disclose the PI we collect from and about you. We share your personal information only as necessary to facilitate the hiring and employment process. In addition, we share Personal Information among Chemours affiliates and subsidiaries and with vendors or agents working on our behalf for the purposes described in this statement. Such disclosures may include:

### **Information Shared to Facilitate the Application Process**

We may share your Personal Information with selected service providers or consultants acting on our behalf, such as third parties assisting Chemours with the operation of the Careers Site including Workday, which hosts the Careers Site, and vendors that provide technical and business process support services for the Workday system. Those third parties will be required to use appropriate measures and contractual commitments to protect the confidentiality and security of personal information.

### **Personal Information Disclosed for Our Protection and the Protection of Others**

We may disclose your Personal Information to legal or regulatory authorities if required by them or we deem it appropriate, or if legally required to do so, pursuant to a request from a governmental entity, or if we believe in good faith that such action is necessary to:

- Conform to legal requirements or comply with legal processes (including subpoenas);
- Enforce or apply our terms of use and other agreements, including for billing and collections purposes;
- Protect our property rights, rights and safety of property, rights and safety of a third party, our affiliated companies, or the public in general; or
- Stop any activity that we consider illegal, unethical, or legally actionable.

### **Information Disclosed in an Aggregated or Anonymized Manner**

We also share information in an aggregated or anonymized matter with our partners, other site visitors, and other third parties, including so that they can understand the kinds of visitors to our websites and Users of our Services as well as usages of our Services. Such information will not be considered your Personal Information because it will be anonymized and aggregated in such a way that it cannot reasonably be linked back to you or any other specific User or Authorized User.

### **Personal Information Disclosed in Connection with Business Transactions**

We may disclose your Personal Information to a third party in the event of reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any of our business, assets, or stock, including in connection with bankruptcy or similar proceedings.

## **Information Disclosed With Your Consent**

We may also disclose your Personal Information for any other purpose to which you consent, if permitted by applicable law.

## **DATA RETENTION**

We will retain your Personal Information for the period necessary to fulfill the purposes outlined in this Privacy Statement, to perform a service you have requested, or for which you have given consent, or such longer retention period as is required for our business purposes and applicable law.

## **ACCESS AND CORRECTION**

If you choose to register on the Careers Site, you may access, review, and change some of the personal information collected about you and stored therein by logging into the Careers Site and updating your account information. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you already have submitted for consideration for a specific position, please resubmit your application for that position and include the updated personal information about you in the application. We encourage you to promptly update your personal information if it changes or is inaccurate. Upon your request, we will deactivate or remove your personal information from our active databases, although some information may be retained as permitted by law.

If you have any questions or concerns about how we process personal information, please contact us at the address listed below. You may access, modify, or object to the use of personal information as permitted by applicable local law. Please contact us at the address listed below with any such requests. Please note that certain personal information may be exempt from such access, correction, or objection rights pursuant to local data protection laws.

## **Additional Matters Relating to Residents of the European Economic Area**

This portion of our Applicant Privacy Notice describes the Applicant Personal Information we collect or process about applicants who are European residents, how we use, share, and protect that Personal Information, and what your rights are concerning Personal Data (as defined below) that we collect or process. For the purposes of this portion of our Privacy Policy, "Personal Data" has the same meaning as under the General Data Protection Regulation (GDPR), Article 4(1) as any information relating to an identified or identifiable natural person.

If you wish to be informed about what Personal Data we hold about you and if you want it to be removed from our systems, please contact us.

Your Rights:

In certain circumstances, you have the following data protection rights:

- The Right to Access, Update or Delete the information we possess about you. Whenever made possible, you can access, update or request deletion of your Personal Data directly within your account settings section. If you are unable to perform these

- actions yourself, please contact us to assist you.
- The Right of Rectification. You have the right to have your Personal Data rectified if that information is inaccurate or incomplete.
  - The Right to Object. You have the right to object to our processing of your Personal Data.
  - The Right of Restriction. You have the right to request that we restrict the processing of your Personal Data.
  - The Right to Data Portability. You have the right to be provided with a copy of the Personal Data we possess about you in a structured, machine-readable and commonly used format.
  - The Right to Withdraw Consent. You also have the right to withdraw your consent at any time where we have relied on your consent to process your Personal Data.
  - The Right to Complain to a Data Protection Authority. You have the right to complain to a Data Protection Authority about our collection and use of your Personal Data. For more information, please contact your local data protection authority in the European Economic Area (“EEA”).
  - Legal Basis for Processing Personal Data under the GDPR
  - When processing the Personal Data of individuals residing in the EEA, the legal basis we rely on for collecting and using the Personal Data described in this portion of the Privacy Policy depends on the Personal Data we collect and the specific context in which we collect it. For example, we may process your Personal Data because:
    - You have given us consent to do so;
    - The processing is in our legitimate interests and it is not overridden by your rights; or
    - To comply with a legal obligation.

## **SECURITY**

Chemours uses reasonable organizational, technical and administrative measures to protect Personal Information under Chemours’ control. However, please remember that no method of transmission over the Internet or method of electronic storage is 100% secure and we cannot guarantee its absolute security.

## **LINKS TO OTHER WEBSITES**

The Careers Site may contain links to other websites. The operators of those other websites may collect information about you, through cookies or other technologies. If you follow a link to another website, you will leave the Careers Site this Notice will not apply to your use of and activity on those other sites.

If you provide personal information through any other site, your transaction will occur on that website (not the Chemours Careers Site) and the personal information you provide will be collected by, and controlled by the privacy notice of that website operator. Links on the Careers Site to other websites are provided only as a convenience, and the inclusion of such links does not imply endorsement of the linked site. We encourage you to read the legal notice posted on those sites, including their privacy policies. We have no responsibility or liability for your visitation to, and the data collection and use practices of, other sites.

## **Cross Border Transfers**

Your Personal Information may be stored and processed in any country where we have facilities or

where we have engaged a service provider. By initiating the Chemours application process, you consent to the transfer of information to countries outside of your country of residence, including to the United States, which may have different data protection rules than in your country. Such transfers are governed by internal Controller to Controller contracts between Chemours legal entities, and through Data Transfer agreements with nonaffiliated third parties.

## **ABOUT CHILDREN**

The Careers Site is not intended for individuals under the age of 18.

### **Passive Information Collection: Cookies and Similar Technology**

We and our service providers may use “cookies” and similar technologies on the Careers Site. Cookies are data that a web server transfers to an individual's computer for record keeping purposes. We use cookies and other technologies to better serve you with more tailored information and facilitate your ongoing access to and use of our Careers Site. If you do not want information collected through the use of cookies, there is a simple procedure in most browsers that allows you to automatically decline cookies, or to be given the choice of declining or accepting the transfer of a particular cookie, or cookies, from a particular web site to your computer. To learn more about cookies, please visit <http://www.allaboutcookies.org/>.

## **CURRENT CHEMOURS EMPLOYEES**

If you currently work for one of Chemours' business units, you must be eligible to apply for a position in a different business unit within Chemours to use the Careers Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position. The Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

## **UPDATES TO THIS PRIVACY STATEMENT**

We may change this Applicant Privacy Notice from time to time. Please look at the revision date on this page to see when this Applicant Privacy Notice was last revised. Any changes to this Privacy Statement will become effective when we post the revised Privacy Statement on the Services. Your continuation of the application process following these changes means that you accept the revised Privacy Statement.

## **CONTACT US**

If you have questions regarding this Notice or the personal information we collect, use, and share about you, please contact the Chemours Privacy Office at [Privacy-Office@chemours.com](mailto:Privacy-Office@chemours.com) or at:

**Chemours Privacy Office**  
**1007 Market Street**  
**Wilmington, DE 19898**  
**United States**