

Darling Ingredients Privacy Notice for Applicants in the EU and Brazil

Darling Ingredients and its subsidiaries (together referred to as "Darling" or "the company" or "we") collect and process personal data of job applicants as part of our recruitment process. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

This notice sets out the basis on which and how we collect and use the personal data of our job applicants in the EU and Brazil. It also sets out your rights in relation to the company's collection and use of such personal data.

What data does the company collect and how?

Darling collects a range of data. This includes:

- name, address and contact details, including email address and telephone number;
- details of qualifications, skills, experience and employment history;
- data from interviews and phone-screenings;
- data about current level of remuneration, including benefit entitlements;
- data about entitlement to work in the country; and
- equal opportunities monitoring data, only if needed and allowed by local law.

We may collect this data in a variety of ways. For example, data might be contained in application forms or resumes/ CVs (including when these are sent to us as part of speculative applications or queries), obtained from your passport or other identity documents, or collected through interviews or other methods of assessment. We may also collect personal data from third parties, such as references supplied by former employers only after your consent.

Data will be stored in a range of different places, including on your application record, in our HR management systems and our email system.

Why does Darling process personal data?

Darling collects and processes data for a number of purposes and where we have a legal basis to do so, as follows.

Darling has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims.

In some cases, we need to process data to ensure that we are complying with our legal obligations. For example, we are required to check a successful applicant's eligibility to work in a country before employment starts.

Darling may process data about whether or not applicants are disabled so we can make reasonable adjustments for candidates who have a disability. Processing of these types of data will be carried out to ensure we can meet our obligations. We will not use your data for any purpose other than the recruitment process.

Who has access to data?

Applicant data may be shared internally within the company for the purposes of the recruitment process. This includes members of the HR team, interviewers involved in the recruitment process, and managers in the business area with a vacancy.

We will not share your data with third parties, unless your application for employment is successful and an offer of employment is made. We may also share your data with our group companies, for business performance and other types of monitoring and management purposes and, if you are applying for a senior management position with us, we may share your data with our investors.

In addition, we may need to share your personal data with a regulator or otherwise to comply with the law.

How does Darling protect data?

Darling takes the security of data seriously. We have internal policies and controls in place to ensure that data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our personnel in the proper performance of their duties.

If transfer of your personal data requires transfer outside of the European Economic Area ("EEA") or Brazil to a country which provides a different level of privacy and protection of data, Darling Ingredients will make sure that it has arranged the same level of organizational and technical protection and privacy as within the EEA or Brazil.

For how long does Darling keep data?

If your application for employment is unsuccessful (including when you have speculatively applied to us), we will hold your data on file for a maximum of two (2) months, unless otherwise required by local law. At the end of that period, your data is deleted or destroyed (unless we need to retain it longer to exercise or defend any legal claims).

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment, following legal retention periods.

Your rights

As a data subject, you have a number of rights under data protection law. You can:

- access and obtain a copy of your data on request;
- require Darling to change incorrect or incomplete data;
- require Darling to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where Darling is relying on its legitimate interests as the legal ground for processing.

If you have any questions about this notice or our processing of your data in general, please contact your HR contact. If you would like to exercise one of these rights, please contact privacy@darlingii.com.