

## Recruitment Data Protection Policy

### This policy is appropriate for all applicants

#### 1. General

We provide you with this data protection statement, which relates exclusively to the data collected as part of the recruitment process, in order to inform you about how we handle your personal data collected by us as part of the application process.

By sending your application (online application procedure or by e-mail to [humanresources@agrofresh.com](mailto:humanresources@agrofresh.com)) you agree to these data protection statements.

#### 2. Controller

Controller for processing of your personal data as described in this Data Protection Statement is AgroFresh Solutions Inc. ("AgroFresh").

#### 3. How is your personal data collected?

We process your personal data when you apply for a job or want to be part of AgroFresh. If you create a profile on our dedicated platform, we will collect the following data:

- Personal information (first name, last name etc.),
- Contact information (address, telephone number and email address etc.),
- Employment and education history (information about previous and current employer(s), school(s), education level achieved etc.).

Data collected comes from your application during the recruitment process or when you express your consent to be part of our community for a future position. Also, we may process your data from public professional platforms such as LinkedIn to contact you for the job position.

#### 3. Personal data processing and legal basis

##### 3.1 Information obligation for the job applicant

We collect your personal data for the following purposes:

- Organization and management of recruitment operations: intake, review, and processing of applications.
- Organization of job interviews: in person and/or remotely (by phone or video).
- Collection of information relating to the identity and contact information of references; provided by the candidate; to the extent necessary to assess the candidate's skills accordingly.

Your personal data will be processed on the basis of your consent in connection with its entry into the database of job/co-operation candidates, which the AgroFresh will use in connection with future recruitment procedures. The provision of personal data is voluntary.

Your personal data will be processed until you withdraw your consent, for a maximum of 3 years after collection. Once this term has elapsed, the obligation to block data imposed by local legislation may be applicable.

##### 3.2 Information obligation for candidates whose data will be collected in the database for future recruitment purposes

We collect your personal data for the following purposes:

- Creation of a profile for AgroFresh to be contacted in the future for job positions if you expressed the wish to stay in contact with us.
- Sharing information about AgroFresh such as job opportunities or corporate identity and activities.

Your personal data will be processed on the basis of your consent in connection with its entry into the database of job/co-operation candidates, which AgroFresh will use in connection with future recruitment procedures. The provision of personal data is voluntary.

Your personal data will be processed until you withdraw your consent, for a maximum of 3 years after collection. Once this term has elapsed, the obligation to block data imposed by local legislation may be applicable

### **3.3 Disclosure under the contact form**

We collect your personal data for the following purposes:

- Identifying data (first name, last name ect.),
- Contact details (e-mail addresses, company's name ect.).

Your personal data will be processed for the purpose of correspondence, insofar as this is necessary to fulfil the purposes arising therefrom - the legal basis for the processing is the legitimate interest of AgroFresh, which consists in conducting correspondence addressed and responding to enquiries addressed. The provision of personal data is voluntary.

Your personal data will be processed for a period which enables AgroFresh to pursue its interest or until you raise an effective objection to the processing of your data, but for no longer than 1 year from the moment of sending your request.

### **4. Transfer of your personal data to third parties**

Except for legal obligation, your data will not be shared with third parties other than our services providers who help us to pursue our regulatory obligations and/or better provide you with the services or information requested (hereinafter, the "Recipients").

Whenever information needs to be transferred to Recipients outside the European Economic Area to a country which has not received the decision of an adequate level of protection issued by the European Commission, personal data will be duly protected by standard contractual clauses approved by the European Commission, the relevant Privacy Shield certification or binding corporate rules of the data processor.

### **5. Privacy rights**

AgroFresh shall ensure that data subjects have the ability to exercise their rights in connection with their personal data.

- a) Right of access: you can obtain access to your information
- b) Right to rectification: you are entitled to have your information corrected if it is inaccurate or incomplete.
- c) Right to erasure: you can request the deletion or removal of the information concerning yourself where there is no compelling reason for an organization to keep using it. This right is also known as "the right to be forgotten".
- d) Right to restrict processing: you can 'block' or suppress further use of your information in certain circumstances. When processing is restricted, we may still store your information, but will not use it further.
- e) Right to data portability: you can obtain and reuse your personal data for your own purposes across different services with a different data controller. If you request the direct transfer of the data to another data controller, this will only take place if it is technically feasible.
- f) Right to object: you can object to certain types of processing, in certain circumstances.

- If you would like to exercise any of these rights, you can send us an electronic request to the following contact address [humanresources@agrofresh.com](mailto:humanresources@agrofresh.com), attaching a copy of your personal ID card/passport. The withdrawal of consent does not affect the lawfulness of the processing carried out before its withdrawal.

## 6. Concluding provisions

AgroFresh reserves the right to adapt this data protection statement at any time with effect for the future so that it always complies with the current legal requirements or to reflect changes to the application process or similar.

In addition to this recruitment data protection statement, you can view our general data protection statement on <https://www.agrofresh.com/privacy-policy/>