

Applicants' Privacy Policy

This Applicants' Privacy Policy governs the processing of your personal data by Ansell Healthcare Europe and its affiliates as part of your application for a job at Ansell Healthcare Europe or any of its affiliates through the use of the "Careers" page (<https://ansell.taleo.net/careersection>, hereinafter: "Employment Application") or by any other means, and your subsequent communication with us with us via e-mail, telephone, fax and social media in relation to any job offers.

NOTE 1. This Applicants' Privacy Policy relates to the specific processing of personal data of applicants applying for a job at Ansell or its affiliates. For our general policy in relation to the use of our website www.ansell.eu (hereinafter: "Website"), and our communication with you in any other capacity than as a job applicant, please refer to our general Privacy Policy.

NOTE 2. If you want information on how we process personal data via cookies, social plugins and other types of tracking technology, you are kindly referred to our Cookie Policy.

By using the Employment Application and clicking "I Accept" and submitting your application after having been informed about this policy through the Privacy Agreement before creating your account, you acknowledge that you have read this Applicants' Privacy Policy carefully and that you agree with it without reservation.

1. IN GENERAL

- 1.1. Your personal data are processed by Ansell Healthcare Europe NV, Internationalelaan 55, 1070 Anderlecht, Belgium, with company number 0437.593.328, and its affiliate companies of the Ansell group (hereinafter: "Ansell", "we", "us", "our"). You can contact us via e-mail at privacy@ansell.com.
- 1.2. A reference in this Applicants' Privacy Policy to certain laws or regulations also includes any change, replacement or annulment of these laws or regulations, including any related executive decisions.
- 1.3. Ansell reserves the right to from time to time modify, change or amend this Applicants' Privacy Policy at its own discretion. Such modification, change or amendment will be communicated via the Employment Application. If you do not accept the modifications, changes or amendments, you are not allowed to use the Employment Application anymore.

2. TYPES OF PERSONAL DATA WE PROCESS

- 2.1. Whenever you apply for a job with Ansell or any of its affiliates, through the use of the Employment Application or in any other manner, we collect:
 - Your contact details and basic identity such as your name, e-mail address, phone number and postal address;
 - Resume-related information, such as former and current employer, work experience, education, skills, references, gender etc.;
 - Personal data pertaining to your nationality and your social security identity;

- Any personal information you choose to upload as part of a document supporting your application.
- 2.2. In principle Ansell obtains the above mentioned personal data directly from you. If, however, you choose to apply via an external recruitment agency, your personal data are received by us via this external agency. It is the agency's responsibility to relay the information contained in this Applicants' Privacy Policy to you. Ansell advises that you consult the privacy policy of your external recruitment agency to ascertain what data it processes about you, what the conditions for processing are and how you can exercise your rights vis-à-vis the external recruitment agency. We will not send any of the personal data you provide via the Employment Application or in any other manner to external recruitment agencies unless you explicitly consent to it.
 - 2.3. Our internal recruitment department may also add personal data pertaining to your application to your profile in the Employment Application.
 - 2.4. The application process at Ansell and specifically through the application form via the Employment Application is not meant to process personal data that can be construed as sensitive data. Sensitive data are personal data that pertain to your race or ethnicity, political affiliations, religious convictions, membership of a union, your health or sex life or criminal history. If and when such information becomes relevant as part of the application process, you will be specifically asked for it and be given the opportunity to consent to the processing of these sensitive data separately.

If you nevertheless choose to upload or otherwise provide sensitive data, your uploading or provision of these data shall indicate your freely given, specific, informed, explicit and unambiguous written consent to the processing of these data in line with this Applicants' Privacy Policy.

3. PURPOSES FOR WHICH ANSELL USES YOUR PERSONAL DATA

- 3.1. Ansell first and foremost processes your personal data to allow you to apply for interesting positions at Ansell.
- 3.2. Ansell may also process your personal data in order for you to receive relevant and personalized information regarding future opportunities for employment at Ansell.
- 3.3. If an application process for a particular job at Ansell leads to a successful outcome, the personal data you provided may be used for human resource purposes during your employment at Ansell.
- 3.4. Ansell may process your personal data to perform statistical analyses so that it may improve its application and recruitment services and its service offering in general. Such processing shall take place in pseudonymized manner where possible.
- 3.5. Ansell processes your personal data to comply with legal obligations or to comply with any reasonable request from competent law enforcement agents or representatives, judicial authorities, governmental agencies or bodies, including competent data protection authorities. Your personal data may be transferred upon our own initiative to the police or the judicial authorities as evidence or if there are justified suspicions of an unlawful act or crime committed by you through your use of the Employment Application or by any other means, or through any other communication with us in relation to a (pretended) job application at Ansell.

- 3.6. Ansell may process your personal data for informing any third party in the context of a possible merger with, acquisition from/by or demerger by that third party, even if that third party is located outside the EU.
- 3.7. Ansell may process your personal data for the preservation of the legitimate interests of Ansell, its partners or a third party if your registration with or use of the Website, social media channels or other communication channels can be considered (a) a violation of any applicable terms of use or the intellectual property rights or any other right of a third party, (b) a threat to the security or integrity of the Website, social media channels or other communication channels, (c) a danger to the Website, social media channels or other communication channels or any of Ansell' or its subcontractors' underlying systems due to viruses, Trojan horses, spyware, malware or any other form of malicious code, or (d) in any way hateful, obscene, discriminating, racist slanderous, spiteful, hurtful or in some other way inappropriate or illegal.

4. LEGAL BASIS FOR PROCESSING YOUR PERSONAL DATA

- 4.1. For processing your personal data under the conditions outlined in this Applicants' Privacy Policy, Ansell as the responsible party asks for **your consent**.
- 4.2. The processing of your personal data for the purposes outlined in clause 3.5 is necessary to allow Ansell to comply with its legal obligations.
- 4.3. For the purposes mentioned in the Articles 3.2, 3.3, 3.4, and 3.6 above, the processing of your personal data is necessary for purposes of our legitimate interests, such as:
 - Continuous improvements of the Ansell Website (including the Employment Application), social media channels, products and services to ensure that you have the best experience possible;
 - Keeping our Website (including the Employment Application), social media channels, products and services safe from misuse and illegal activity;
 - Saving time and resources to run a more efficient business by re-using already available information where permitted.

5. TO WHOM ANSELL SENDS YOUR DATA

- 5.1. Ansell relies on third party processors to provide you our Website (including the Employment Application) and process your personal data on our behalf. These third-party processors are only allowed to process your personal data on behalf of Ansell upon explicit written instruction of Ansell.

Ansell warrants that all third-party processors are selected with due care and are obliged to observe the safety and integrity of your personal data.

- 5.2. Ansell may share your personal data with other entities within the Ansell group. However, we will ensure that all Ansell entities will take due care that all processing of your personal data is in line with what is set out in this Applicants' Privacy Policy.
- 5.3. Ansell does not send your personal data in an identifiable manner to any other third party than the ones mentioned in Articles 5.1. and 5.2. without your explicit permission to do so. You

understand, however, that if you use our social media channels for application purposes, your personal data is also processed by the social media providers.

6. LOCATION AND TRANSFER

6.1. Ansell processes your personal data within the European Economic Area (EEA). However, in order to process your personal data for the purposes outlined in Article 3 above, we may also transfer your personal data to other Ansell entities or to third parties who process on our behalf outside the EEA. Each entity outside the EEA that processes your personal data will be bound to observe adequate safeguards with regard to the processing of your personal data. Such safeguards will be the consequence of:

- The recipient country having legislation in place which may be considered equivalent to the protection offered within the EEA; or
- A contractual arrangement between Ansell and that entity. All Ansell entities are parties to a contractual agreement based on the European Commission's Standard Contractual Clauses (controller-to-controller) (Commission Decision C (2004)5721).

6.2. Ansell may transfer anonymized and/or aggregated data to organizations outside the EEA. Should such transfer take place, Ansell will ensure that there are safeguards in place to ensure the safety and integrity of your data and all rights with respect to your personal data you might enjoy under applicable mandatory law.

7. QUALITY ASSURANCES

7.1. Ansell does its utmost best to process only those personal data which are necessary to achieve the purposes listed under Article 3 above.

7.2. Your personal data are only processed for as long as needed to achieve the purposes listed under Article 3 above or up until such time where you withdraw your consent for processing them. Your withdrawal of consent may imply that you are no longer included in the selection process for the job(s) you applied for and that you will no longer receive interesting job opportunities at Ansell. Ansell will de-identify your personal data when they are no longer necessary for the purposes outlined in Article 3 above, unless there is:

- An overriding interest of Ansell, or any other third party, in keeping our personal data identifiable;
- A legal or regulatory obligation or a judicial or administrative order that prevents Ansell from de-identifying them.

7.3. You understand that an essential aspect of the using the Employment Application or otherwise applying for a job at Ansell pertains to assessments of your professional as well as personal characteristics in order to find you a suitable position at Ansell or to determine your suitability for a given position at Ansell. Ansell does this by customising your unique profile based on these relevant characteristics and then uses this profile. Note, however, that these assessments are never fully automated and require human intervention.

7.4. Ansell will take appropriate technical and organizational measures to keep your personal data safe from unauthorized access or theft as well as accidental loss tampering or destruction. Access by personnel of Ansell or its third party processors will only be on a need-to-know basis

and be subject to strict confidentiality obligations. You understand, however, that safety and security are best efforts obligations which can never be guaranteed.

8. YOUR RIGHTS

- 8.1. You have the right to request access to all personal data processed by Ansell pertaining to you. Ansell reserves the right to charge an administrative fee for multiple subsequent requests for access that are clearly submitted for causing nuisance or harm to Ansell. Each request must specify for which processing activity you wish to exercise your right to access and must specify to which data categories you wish to gain access to.
- 8.2. You have the right to ask that any personal data pertaining to you that are inaccurate, are corrected free of charge. If you submit a request for correction, your request needs to be accompanied of proof of the flawed nature of the data for which correction is asked.
- 8.3. You have the right to withdraw your earlier given consent for processing of your personal data.
- 8.4. You have the right to request that personal data pertaining to you be deleted if these data are no longer required in the light of the purposes outlined in Article 3 above or if you withdraw your consent for processing them. However, you need to keep in mind that a request for deletion will be evaluated by Ansell against:
 - Overriding interests of Ansell or any other third party;
 - Legal or regulatory obligations or administrative or judicial orders which may contradict such deletion.

Instead of deletion you can also ask that Ansell limits the processing of your personal data if (a) you contest the accuracy of the data, (b) the processing is illegitimate, or (c) the data are no longer needed for the purposes listed under Article 3 above.

- 8.5. You have the right to oppose the processing of personal data if you are able to prove that there are serious and justified reasons connected with these particular circumstances that warrant such opposition. However, if the intended processing qualifies as direct marketing, you have the right to oppose such processing free of charge and without justification.
- 8.6. You have the right to receive from us in a structured, commonly-used and machine-readable format all personal data you have provided to us.
- 8.7. If you wish to submit a request to exercise one or more of the rights listed above, you can send an e-mail to privacy@ansell.com. An e-mail requesting to exercise a right will not be construed as consent with the processing of your personal data beyond what is required for handling your request. Such request should clearly state which right you wish to exercise and the reasons for it if such is required. It should also be dated and signed, and accompanied by a digitally scanned copy of your valid identity card proving your identity. If you use the contact form, Ansell may ask you for your signed confirmation and proof of identity.

Ansell will promptly inform you of having received this request. If the request proves valid, Ansell shall honour it as soon as reasonably possible and at the latest thirty (30) days after having received the request.

If you have any complaint regarding the processing of your personal data by Ansell, you may always contact Ansell via the e-mail address listed above. If you remain unsatisfied with our response, you are free to file a complaint with the competent data protection authority.