

## Supplement for Poland - Privacy Notice for Applicants

This supplement applies to applicants who apply for a job with Huntsman in Poland. In the event of discrepancy between this supplement and the content of the global Privacy Notice for Applicants, the provisions of this supplement shall prevail.

Pursuant to Article 13 and 14 of the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter 'GDPR') we inform you of the following:

### 1. Controller of your personal data

If you apply for a job position in Kraków, the controller of your personal data is Huntsman (Poland) sp. z o.o. with its seat in Kraków (31-154) ul. Pawia 9 (hereinafter: Huntsman).

If you apply for a job position in Warsaw, the controller of your personal data is Huntsman (Poland) sp. z o.o. Oddział w Warszawie with its seat in Warszawa (02-285) ul. Szyszkowa 7 (hereinafter: Huntsman).

### 2. Contact information

If you wish to contact us regarding the processing of your personal data, please contact us by e-mail: [GlobalDataPrivacy@huntsman.com](mailto:GlobalDataPrivacy@huntsman.com) or by post to the address of the company you are recruiting for (indicated above), with the subject line: data protection.

### 3. For what purpose and on what legal basis do we process your personal data?

<i>Purpose of personal data processing</i>	<i>Legal basis for processing</i>
To enter into an employment contract with you.	Art. 6(1) (b) GDPR.
To carry out the recruitment process for a job offered by Huntsman, assess your skills, qualifications and interests within the framework of our career prospects, communicate with you.	Art. 6(1)(c) GDPR in connection with Art. 22(1) §1 of the Labour Code.  Art. 6(1) (f) GDPR (legitimate interest pursued by the controller which is to carry out the recruitment process properly and select the right candidate for the job).  Art. 6(1) (a) GDPR (consent) - where the extent of the personal data provided by you exceeds the data indicated in the provisions of the labour law.

To establish, exercise or defend against legal claims in connection with recruitment process.	Art. 6(1)(f) GDPR (legitimate interest pursued by the controller, which is establishment, exercise or defense of legal claims).
To conduct future recruitment processes.	Art. 6(1)(a) GDPR (consent).
To share your data for internal administrative purpose.	Art. 6(1)(f) GDPR (legitimate interests pursued by the controller, which are internal administrative purposes).

#### **4. How long do we keep your data?**

If you do not enter into an employment relationship with Huntsman, your Personal Data provided in connection with your application will be retained by Huntsman for a period of a maximum of three years. In case of possible employment, your data will be included in your personnel file.

#### **5. How we got your personal data?**

In most cases, we process your personal data coming directly from you. In certain situations, we may receive your personal data from recruitment agencies that act on our behalf or from individuals who recommend your candidacy for jobs offered by us. You will then be informed immediately that Huntsman is processing your personal data.

#### **6. Do you need to provide us with your personal data?**

In order to take part in the recruitment process, it is necessary for you to provide personal data. This does not apply to data processed on the basis of your consent which is not necessary for the recruitment process.

#### **7. Transfer of your data outside EEA.**

Your personal data can be transferred outside the European Economic Area. In such cases, personal data may only be transferred to entities in countries for which an adequate level of data protection has been established by a decision of the European Commission, or standard contractual data protection clauses have been included in contracts with these entities or appropriate other safeguards have been applied. Accordingly, you may request further information in this regard, obtain a copy of the safeguards or information on where they are made available.

#### **8. Your rights**

You have the following rights in relation to our processing of your personal data:

- a) right to access to your personal data;

- b) right to request rectification (amendment) of your personal data;
- c) right to request erasure of personal data;
- d) right to request restriction of processing of your personal data;
- e) right to object to the processing of your personal data;
- f) right to have your personal data transferred to another controller;
- g) right to withdraw your consent to the processing of your personal data – to the extent that you have given your consent to the processing of your personal data, without affecting the lawfulness of the processing until you withdrew your consent;
- h) right to lodge a complaint with the President of the Office for Personal Data Protection.