



FrieslandCampina Applicant Privacy Policy (US)

This Privacy Statement explains why and how FrieslandCampina collects, uses and secures your personal information as a job applicant.

What Personal Information do we use from you?

Personal Information is information that tells us something about you or that connects us to you as a person. You share Personal Information with us when you apply for a job at FrieslandCampina. The personal information we collect include your name, (work) e-mail, (work) phone, address and CV. More information may be collected for specific positions (e.g. driving license, assessment test) or to comply with legislation.

How do we use your Personal Information?

We will use your personal information for several purposes:

- Contacting you about your application or future vacancies (as specified below)
- The application selection process
- Contracting and onboarding
- Analytics and internal reporting on an aggregated level
- Corporate governance and recordkeeping
- Complying with applicable law, legal obligations, or responding and defending against legal claims
- Providing reasonable accommodations for applicants who have notified us of a disability

Who has access to your Personal Information?

Only authorized FrieslandCampina personnel involved in the application process has access to your Personal Information. Examples are the Hiring Manager, HR Manager and the recruiter.

FrieslandCampina will not make your information available to parties outside FrieslandCampina unless these parties are instructed by us and adequately protect your information. FrieslandCampina uses software from a third party supplier for the application selection process.

- Drupal
- SOLR
- Google Analytics
- Google Tag Manager

We may disclose personal information to supervisory bodies, fiscal authorities and/or investigating authorities if FrieslandCampina is required to do so by law



How do we protect your Personal Information?

FrieslandCampina is committed to protecting the security of your personal information. We have taken several security measures to help protect your personal information from unauthorized access, use, or disclosure:

- We delete or anonymize all Personal Information which we no longer need.
- FrieslandCampina has an information security framework and policies in place to protect your Personal Information from being misused, altered or disclosed to unauthorized persons.
- Only specially authorized staff will be allowed to process your Personal Information and they are obliged to treat them confidential.
- We only provide your data to third parties if we have a written contract with them. This contract contains clauses protecting your information.

How long does FrieslandCampina store your Personal Information?

FrieslandCampina retains your information as long as necessary to satisfy the purpose for which it was collected and in accordance with applicable legal requirements. These legal requirements may vary by jurisdiction. If we hire you as an employee, your Personal Information collected during the application process may become part of your employment record. Your information will be destroyed in accordance with the Company's record retention policy.

What are my rights?

Upon request we will provide you with an overview of your personal information. If the information proves to be inaccurate or in case it appears to be stored in violation of data protection law, we will correct or delete it. You can also withdraw your consent for alerting you about new vacancies anytime. Withdrawal of consent does not affect the lawfulness of the use of your data prior to the withdrawal. You can ask us to receive a copy of your personal information to transmit it to another company to the extent that this right is provided to you by applicable law. You may also ask us to put certain limitations on the use of your personal information. In case you believe we have violated your privacy, you can send us a complaint which will be handled by our global privacy manager. If local law so provides, you can also complaint with the data protection authority in your country.

Your requests can be sent to talentacquisition.nederland@frieslandcampina.com. We may decline requests that are unreasonable or may jeopardize the privacy of others or when we cannot establish your identity. We may also decline requests for which access is not required by local law.

This Privacy Statement was last updated on January 2020.