

APPLICANT PRIVACY NOTICE

Ecolab and Ecolab group companies respect the privacy of job applicants and employees and are committed to complying with applicable privacy laws in every country in which we operate. The information you provide on this careers website now and in subsequent applications will be held and processed by or on behalf of Ecolab for purposes related to your registration of interest in current or future employment with Ecolab and the processing of your application for employment. By consenting to collection and processing of your information through the careers website and application process, you are consenting to the use of your application information by Ecolab consistent with this Applicant Privacy Notice. Further, if your application is successful, the information you have provided through the careers website will be used by Ecolab for employment purposes, and [Ecolab's Employee Notice of Data Privacy Policies and Procedures](#) shall apply to your personal information.

Contents of the Applicant Privacy Notice:

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1. Collection of Your Personal Information

Ecolab collects information consistent with what is allowed by law in your country of residence. You can decide what personal information you provide to us through the application process, but, as indicated in the application, some information is required in order to be considered for employment. To help in the recruitment process, we collect personal information about you from your profile, resume/CV, and in some circumstances from external assessors. You will be notified at the appropriate time if an external assessor is used as a part of your application process.

The specific information collected from an applicant varies based a particular position, but generally, the information collected from all applicants includes, but is not limited to, the following:

- Contact Information (name, home address, home phone number, personal email)
- Employment history
- Education
- Experience, licensure, and technical skills

Some positions may require more detailed information beyond that stated above. Sensitive personal data (age, race, place of birth, social security or national identification number, etc.) will only be captured when it is legally permissible in your country of residence.

2. Use of Your Personal Information

We use the personal information that you provide to Ecolab in order to process your application for employment. Further, we may use your personal information in order to contact you regarding other recruitment opportunities, provide you with general information about working at Ecolab, and respond to your queries and requests. The personal information you provide may be used by a third party service provider to enable of the previously stated purposes.

In applicable countries, the information that you provide in the equal opportunities section of the application form will be used for the sole purpose of monitoring equal opportunities within Ecolab.

Under no circumstances will the information you provide be used for marketing purposes.

3. Retention of Your Information

If your application is successful, the information provided via Ecolab's career website will be used in the administration of your employment consistent with [Ecolab's Employee Notice of Data Privacy Policies and Procedures](#), which you will be presented with and have access to once you start your employment at Ecolab.

If your application is unsuccessful, you agree that Ecolab may retain and use the information which you provided in your application to deal with any matter which may arise in connection with your application, for purposes of contacting you in connection with ongoing recruitment opportunities, as well as for data analysis, general management and business purposes. Ecolab may retain your personal information for up to 12 months from the date you last applied for employment at Ecolab. After that period, your data will be deleted from Ecolab's databases, unless Ecolab is under a legal obligation to retain it.

You have the option to withdraw yourself from a particular requisition at any time, and, through the applicant portal, you have the ability to delete or modify your information. Although you may request that your information be deleted from our database at any time, we may retain certain information related to your particular application in order to meet legal or records retention requirements in your country of residence. If you have requested deletion, the information will be purged when no longer required by law. Full instructions on both these options are detailed in your candidate account.

You can update your contact details at any time by visiting your candidate account and updating your information accordingly.

Notice to the applicants from the European Union: See the additional information in Section 6 below.

4. Disclosure of Your Personal Information

Access to your personal information is limited within Ecolab to those persons necessary for consideration of your application and with the appropriate information security assignments. To complete the evaluation of your application, this access may include individuals within the Ecolab group companies but outside your country of residence. If transferred outside your country of residence, your data is protected consistent with the language of this notice. If your application is not accepted and you have consented to Ecolab's retention of your data, access is limited to those persons necessary to maintain that information and keep you informed of ongoing opportunities with Ecolab. As with your initial application, access may include members of Ecolab's recruiting team within the Ecolab group companies but outside your country of residence.

To achieve better quality in the processing and administration of applicant data, Ecolab has entered into contracts with third parties to carry out processing on behalf of and only according to Ecolab's instructions. When data is disclosed to third parties, those parties are bound by confidentiality and data protection agreements and are required to keep your data secure consistent with the laws in your country of residence.

The third parties appointed by Ecolab may also use their own third parties (sub-processors) to carry out some of their processing. These sub-processors are also under the duty to maintain appropriate levels of security and confidentiality and only use the information as instructed consistent with the laws in your country of residence.

In addition, we may release personal information: (i) to the extent we have a good-faith belief that such action is necessary to comply with any applicable law, protect ourselves against any liability, defend ourselves against any claims, protect the rights, property and personal safety of any applicant or

employee, or protect the public welfare; (ii) to respond to a court order, subpoena, or search warrant; or (iii) in the event we or an affiliated company are acquired by or merged with a third-party entity.

5. International Transfer of Your Personal Information:

If you are located outside the United States, in particular if you are located in Switzerland, the United Kingdom, or the European Economic Area (“EEA”), please note that Ecolab and our servers are located in the United States. Any information that you provide to us may be transferred to and processed in the United States or other countries around the world where we do business. Although this may include recipients of information located in countries where there may be a lower level of legal protection for your personal information than in your country, we will protect your information in accordance with requirements applicable to the law in your particular jurisdiction and take steps to only share with third parties that offer similar protection. The purpose of such a transfer is limited to the purposes described here. By using our Service, you unambiguously consent to your information being collected, processed, used, and transferred as disclosed herein.

6. Applicants from the European Union:

If you are located in EEA, the General Data Protection Regulation (“GDPR”) grants you certain rights under the law. In particular, in certain circumstances, you have the following data protection rights:

- The right to access, update or delete the personal information we have on you.
- The right of rectification. You have the right to have your personal information rectified if that information is inaccurate or incomplete.
- The right to object. You have the right to object to our processing of your personal information.
- The right of restriction. You have the right to request that we restrict the processing of your personal information.
- The right to data portability. You have the right to be provided with a copy of the personal information we have on you in a structured, machine-readable and commonly used format.
- The right to withdraw consent. You also have the right to withdraw your consent at any time where we relied on your consent to process your personal information.

In order make a request regarding your personal information, please contact us as described herein or contact us through the job applicant portal.

If you have a comment, question, or complaint about how we are handling your personal information, we hope that you contact us at as described herein or via the applicant portal in order to allow us to resolve the matter. In addition, if you are located in the EEA, you may submit a complaint regarding the processing of your personal information to the EU data protection authorities (each a “DPA”). The following link may assist you in finding the appropriate DPA: https://ec.europa.eu/justice/data-protection/bodies/authorities/index_en.htm.

Our legal basis for collecting and using the personal information described in this Notice depends on the personal information we collect and the specific context in which we collect it. We may process personal information because:

- We need to perform or execute an employment contract with you;
- You have given us consent to do so;
- The processing is in our legitimate interest to process your job application, when that legitimate interest is not overridden by your rights;
- To comply with the law.

Where personal information is processed based on consent, EU residents have the right to withdraw such consent at any time. To do so, please contact us as described in this Notice. If there is a different legal

basis that would permit us to continue processing your personal information after withdrawing consent, we will notify you of that legal basis at the time of your request.

Ecolab warrants that it complies with the applicable European Data Privacy Laws, in particular EU Regulation 2016/679 (General Data Protection Regulation or GDPR), and Ecolab utilizes and adheres to the provisions laid down in the EU Standard Contractual Clauses released by the EC on 5 February 2010 and notified under document [C\(2010\) 593](#).

7. Applicants from California

If you are a California resident, California law may provide you with certain rights with regard to your personal information under the California Consumer Privacy Act (“CCPA”). Throughout this Applicant Privacy Notice you will find information required by CCPA regarding the categories of personal information collected from you, the purposes for which we use personal information, and the categories of third parties your information may be shared with. Please note that the CCPA is not fully applicable to personal information exchanged in the employment or job applicant context. While Ecolab treats the personal information of all employees and job applicants with the same degree of care, you may not be eligible for all the rights described under CCPA as a part of the job applicant process. Please feel free to inquire as described herein regarding your personal information.

8. Changes to This Policy and Questions:

Ecolab reserves the right to modify this Notice from time to time in order that it accurately reflects the law and our data collection principles. When material changes are made to this Notice, Ecolab will post the revised Notice. We encourage you to check back at the careers website, in order to be aware of the most recent version of this Notice.

If you have any questions or comments about this Notice as applicable to your personal information, or if you require access to your personal information held by Ecolab. Please contact Ecolab through the careers website or at the following:

Email: dataprivacy@ecolab.com

Phone: 844-880-8355