



Church & Dwight EU Job Applicant Privacy Notice

You are about to provide personal information as part of a recruitment process for **Church & Dwight UK Limited** (“Church & Dwight”). The data controller for the purpose of the recruitment process is Church & Dwight.

Information We Collect

The types of personal information you provide to us for recruitment purposes include:

- Contact information (such as name, email address and mobile or other phone number)
- Your CV or resume
- Other files or content you provide (such as cover letter, references, transcripts, photograph, salary expectations, date of birth, citizenship and/or nationality, articles and comments)
- Academic and professional details (such as work experience, level of education, certifications)

We may also obtain the foregoing information from recruiters and headhunters who submit it to us on your behalf or from your public social media profile on LinkedIn or other similar services. If we request references, we will ask for your consent to contact the referees, but it is your responsibility to obtain consent from referees before providing their personal data.

If you are applying through the Careers pages of our website, the information requested is necessary to enter into a possible employment contract. Failure to provide this information may compromise the follow-up of your application.

How We Use the Information about You

The information we collect in connection with the recruitment process will be used for the purpose of evaluating and assessing your experience and qualifications as it relates to specific position requirements. We will use your information for this purpose in order to take pre-contractual steps at your request.

In case of a negative outcome, the information you provide to us directly will also allow us to inform you of future job openings at Church & Dwight and affiliated companies. We may keep your personal data to that end in light of our legitimate interest of staffing vacancies. You can always opt-out from the communication concerning future job openings by contacting us as indicated below.

How Do We Share Your Information

Information you provide on our Careers pages, to our HR Team or otherwise as part of the recruitment process is accessible only to those Church & Dwight employees involved with our recruitment, interview and onboarding processes.

Certain of those employees may be located outside the EU depending on the job position you apply for. We may transfer your personal data to our U.S. parent company, Church & Dwight



Co., Inc., and other group companies in third countries (including Australia, Brazil, Canada, China, France, Mexico, New Zealand, and Panama) to manage staffing globally within the group.

The laws of Canada and New Zealand have been recognized by the European Commission as providing an adequate level of data protection. The laws in other third countries may not provide such protection to your personal data. We concluded a data transfer agreement incorporating the European Commission's Standard Contractual Clauses to ensure an adequate level of data protection in accordance with Article 46 of the EU General Data Protection Regulation. You may obtain a copy of this agreement by contacting our local Human Resources Representative as described in the "How to contact us" section below.

We also may disclose personal data about you: (i) if we are required to do so by law or legal process; (ii) for the purposes of, or in connection with, any legal proceedings, or otherwise for the purposes of establishing, exercising or defending any legal rights; (iii) to law enforcement authorities or other government entities based on a lawful disclosure request; or (iv) when we believe disclosure is necessary or appropriate to prevent harm or financial loss, or in connection with an investigation of suspected or actual fraudulent or illegal activity. We reserve the right to transfer personal data we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a reorganization, spin-off, dissolution or liquidation).

Where necessary, we will share your education and work experience with a third party consultant in the EU (without identifying you) to help us evaluate your credentials for the position for which you applied.

Data Retention Period

We will keep your personal data in your personnel file, if you have been hired. In all other cases, we will retain your personal data no longer than one year after our last contact.

Your rights and choices

In accordance with applicable law, you have the right to request access to the personal data we maintain about you. If this data is incorrect or incomplete, you have the right to request rectification of the data. In addition, you have the right to request and, if applicable, obtain erasure of your personal data or the restriction of our use of this information. You may also object, on grounds relating to your particular situation, to us keeping and using your personal data to contact you for future opportunities. You may also lodge a complaint with a supervisory authority, in particular in the EU country of your habitual residence, place of work or of a possible violation of the EU data protection rules.

Updates To Our Privacy Notice

This Privacy Notice may be updated periodically. We will post a prominent notice on our website to notify you of any significant changes to our Privacy Notice and indicate at the top of the Notice when it was most recently updated.



How to contact us

For more details regarding our privacy practices or if you would like to exercise your rights, please contact our HR Team using the contact details below:

Church & Dwight UK Limited, Wear Bay Road, Folkestone, Kent, CT19 6PG, e-mail: HRDepartment.UK@churchdwight.com, +44 (0) 1303 858830