

IMERYYS RECRUITMENT SITE DATA POLICY

In creating your account and submitting this application you are providing the following personal data to Imerys S.A. (the "Data Controller"): Email address, age, date of birth, gender, first name, last name, telephone number, address, education, skills, work experience, and any other personal data on your CV.

Such personal data will be processed for the purpose of the management of the recruitment process (including for the recruitment to other job offers than the ones you have applied to and for the creation of a database of applicants with the aim to inform you about further jobs matching your profile.).

Pursuant to Directive 95/46/EC on the protection of individuals with regard to the processing of personal data and on the free movement of such data as modified as transposed in your national law together with any replacing legislation (the "Directive"), you have the right to access, modify your personal data and object to the processing for legitimate purposes via email: recruiting.support@imerys.com.

The data submitted may be sent to all Imerys Group entities (<https://www.imerys.com/worldwide-presence>) within and outside of the European Economic Area for the purpose of the management of the recruitment process. Any transfer of your data to a country which does not ensure an adequate level of protection equivalent to the one applied in the EEA (like the USA) shall be done pursuant to standard contractual clauses of the EU Commission or by any other means recognized by the Directive. You may withdraw your consent at any time for the further processing and transfer of your personal data in respect to the Imerys talent pool by contacting via email: recruiting.support@imerys.com.

Information about Cookie Policy

This recruitment site may request cookies to be set on your device. A cookie is a small text file that is stored on a user's computer for record-keeping purposes. The information stored in cookies is not personally identifiable information. Imerys uses cookies only to collect standard Internet log information and users behavior information. We will be able to know how you interact with us so that to enhance the site functionalities and personalize your experience. You can

change at any time your cookie preferences by selecting to turn certain cookies off. Blocking some types of cookies may alter and impact the extended personalized services we are able to offer but you will still be able to apply on the application form.

This recruitment site may use both Functionality Cookies which are essential cookies for the proper use of services offered by our recruitment site and Performance and Analytical cookies used to enhance the performance and functionality of this recruitment site by providing a personalized experience to users. These cookies are non-essential to their use but, without these cookies, certain functionality may become unavailable.

Functionality Cookies

These cookies are strictly necessary to provide you with services available through this recruitment site and to use some of its features for optimal functionality. To ensure accurate session management, the Internet Protocol (IP) address of your machine will be recorded for the period of time that you visit this recruitment site.

The recruitment site gathers certain information automatically when a user interacts with the site and stores that information in log files. This information includes Internet protocol (IP) addresses, browser type, Internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and clickstream data. These IP addresses are not stored after you end your session.

We use this information, which does not identify individual users, to: (i) analyze trends; (ii) administer the site; (iii) track users movements around the site; and (iv) gather information about our user base as a whole. We do not link this automatically collected data to personally identifiable information.

As these cookies are strictly necessary to deliver this recruitment site, you cannot refuse them without impacting the functionality of the application form. You can block or delete them by changing your browser settings.

We use local storage, to store information and preferences. Various browsers may offer their own management tools. Third parties with whom we partner to

provide certain features on the recruitment site also use dedicated systems to store and collect information. Various browsers may offer their own management tools for removing local storage.

Performance and Functionality Cookies

These cookies are used to provide users additional and customized performance and functionality of this recruitment site but are non-essential. However, without these cookies, certain functionality may become unavailable.

We use both session ID cookies and persistent cookies. The session cookies help you to navigate on the recruitment site and expire when you close your browser.

Persistent cookies remain on your hard drive for an extended period of time to store your password, so that you don't have to enter it more than once.

Persistent cookies will also help Imerys to target the interests of its users so that users can benefit of customized research and proposal on the career site. You can remove persistent cookies by changing your browser settings.

We collect the user's location based information for the purpose of matching the management of the recruitment process and user job search criteria (including for the recruitment to other job offers than the ones you have applied to and for the creation of a database of applicants with the aim to inform you about further jobs matching your profile.).

Third-Party Cookies

This recruitment site, and our partners, use cookies or similar technologies to analyze trends, administer this site, track users' movements around this site, and to gather demographic information about our user base as a whole. Third-party cookies are also used to provide certain information from partner websites at the request of the user. Users can control the use of cookies at the individual browser level.

Our partners and service providers may use session ID cookies to anonymously track page interactions, which improves your site experience. Our third-party partners employ images and scripts, that help them better manage content on

our site.

Our third-party partners do not tie the information gathered to our user's personally identifiable information. Users can control the use of the following third-party cookies as follows:

LinkedIn: If a user logs into this recruitment site through a LinkedIn profile, or chooses to apply to a job application via a LinkedIn profile, LinkedIn will use a third-party cookie on the recruitment site. LinkedIn's policies are governed by a wholly separate privacy policy and questions related to LinkedIn's policies should be directed to that entity. By using LinkedIn to log in to or provide information to this career site, you are consenting to the third-party cookie on this recruitment site.

Dropbox: If a user selects to upload any documents via a DropBox account, DropBox will use a third-party cookie on this recruitment site. DropBox policies are governed by a wholly separate privacy policy and questions related to DropBox's policies should be directed to that entity. By using DropBox to provide information to this recruitment site, you are consenting to the third-party cookie on this recruitment site.

Google Drive: If a user selects to upload any documents via a Google Drive account, Google Drive will use a third-party cookie on the recruitment site. Google Drive policies are governed by a wholly separate privacy policy and questions related to Google Drive's policies should be directed to that entity. By using Google Drive to provide information to this recruitment site, you are consenting to the third-party cookie on the recruitment site.

Declining Cookies

If you decline consent to cookies, you may still use this recruitment site but your ability to use some other areas of our site, will be limited. As an example, you cannot receive job recommendations and the site will not be able to personalize your experience. You will still be able to apply for jobs through our job application forms, log in to this recruitment site using LinkedIn or subscribe to similar job alerts.

How can I control cookies?

You can control at any time personalization and performance cookies by checking or unchecking your consent on this page and by control of cookies from your browser-level settings. Each browser allows a user to enable, disable, block, allow, or remove cookies by visiting the settings, tools, or preferences tab that can be located within the browser itself.