

Avient Corporation

Candidates Privacy Notice

We welcome your interest in working for Avient. Avient Corporation and its affiliates (collectively "Avient," "we", "us" or "our") are committed to protecting the privacy and personal information collected from job applicants through our online job application process and other channels. This Candidate Privacy Notice ("Notice") sets out how Avient collects, uses or discloses personal information from job applicants and candidates (collectively "you") when you access or use our careers websites, including <https://avient.referrals.selectminds.com/> (the "Sites"). This Notice does not cover your use of Avient's services as a consumer or to any third-party website and applications that you may have, including any that link to our Sites. For more information about how Avient processes your personal information for these services and third-party websites, please visit the Avient Corporation Privacy Statement, available at <https://www.avient.com/company/policies-and-governance/avient-corporation-privacy-statement>.

Before you proceed with your application, we would like to briefly notify you of how we process and protect your personal information.

Please read this Notice carefully. By submitting your application, resume and/or CV using our online application tool, your personal information will be handled and protected in accordance with this Notice. Once you have submitted your application, you also may add your data to our global applicant pool. This will enable Avient to notify you of other interesting positions for which you may be qualified.

If you have any question regarding your personal information or need to contact us for any other reason please use the contact information provided below.

The local Avient entity of the jurisdiction for which you are applying for a position will act as a data controller with respect to your personal information.

1. What Information We Collect

The term "personal information" refers to any information that, alone or in combination with other information, directly or indirectly identifies you or can be associated with you, and that you have provided to us as part of your registration and application via this recruitment platform (i.e. your application and applicant profile).

When applying for a position, you may provide personal information, including:

- Identifiers and Contact Information such as your name, date of birth, home address, personal email, phone number, government Identifiers (such as your driving license and/or national identification number);
- Log In Details, including your email address, username and password when you sign in to submit your application;

- Protected Classifications, to the extent permitted by applicable law, such as your gender, race and ethnic origin;
- Professional or Employment-Related Information, such as your resume or CV, employment background and history, job qualifications, the position for which you would like to submit an application, employment references, your current salary, bonuses, salary expectation or any other information you elect to provide, including information relating to any previous applications you may have submitted with us or any previous work experience with Avient, professional affiliations or memberships, and preferred start date;
- Educational Information, such as educational background, your school transcripts, educational and training history, your English proficiency which may be required for certain positions, language and special competencies, certification information; and
- Other personal information you choose to submit to us in connection with your application, such as contact information of references, information disclosed in an interview, or your personal situation

In addition, as a part of the application process, you may be asked questions about your work authorization, and your willingness to submit to a background or criminal record check and/or medical examination as permitted by applicable law.

In the initial stage, we generally do not require what is considered sensitive personal information or “special categories of personal data” under applicable privacy laws (referred to in this Notice as “sensitive personal information”). Sensitive personal information refers to data that reveals an individual’s racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, genetic data, biometric data, or data concerning health or data concerning a person’s sex life or sexual orientation. In some jurisdictions this type of data also includes information about criminal offenses. We may request this type of data in certain jurisdictions in compliance with applicable law. However, submitting such data is voluntary and you are not required to submit it as part of your online resume and application submission. Where not requested, if you decide to transmit this type of data to us during the application process, we reserve the right to delete such information from our databases.

2. How We Collect Your Information

Your provision of personal information in connection with job application is generally voluntary. If the collection of any of your personal information is mandatory – for example, to complete an application on our Sites – we will let you know this before we collect it, as well as the consequences of failing to provide us with this information (if any).

Avient may collect your personal information when you make an application in the following ways:

- **Online:** When you apply online using the Sites;

- **By Email.** When you send your resume, CV, job application and other information directly to us via email;
- **Using Social Media.** When you apply for a specific job opening using your LinkedIn social media profile, certain personal information is shared with us consistent with your settings within the social media service, including your experience, education skills, and other information you make available on your profile
- **Publicly Available Sources:** Avient also collects your personal information from publicly available sources.
- **From Recruiters or Referrals.** Your personal information may be shared with us by recruiters and third-party referrals.
- **Offline.** When you hand deliver your resume, CV, job application and other information to any of our managers or hiring personnel at one of our sites.

Information about you also may be collected from third parties, for example, in connection with a background check or employment confirmation, and/or employment references, in each case where permitted by applicable law. If you provide us with personal information of a reference or any other individual as part of your application (for example, an emergency contact or details of next of kin), it is your responsibility to obtain consent from that individual prior to providing the information to us and to inform them of the contents of this Notice.

3. How We Use Your Personal Information

Your personal information will be used in order to assess your suitability for the position to be filled and to perform administrative tasks relating to your possible hiring. We will evaluate your credentials for available job opportunities or for a specific job opportunity selected by you.

If you are already employed at a Avient company, internal privacy regulations also may apply.

Avient will process your personal information to administer and manage your application and for the other purposes described in this Notice. Specifically, Avient processes your personal information in order to potentially enter into an employment contract or other contractual relationship with you. This includes processing for the following reasons:

- Process your application for employment or to render services to us;
- Communicate with you, interview us and take preparatory steps where necessary to enter into a contract with you;
- Provide you with services and respond to your inquiries, including on the Sites;
- Assess your qualifications for a particular position (including to interview, screen, and evaluate you);

- Verify your identity and employment eligibility;
- If you are offered a position, conduct criminal, medical and credit background checks (if and to the extent necessary with respect to the respective function of the employee); and
- Verify employment references and referrals.

Avient may process your personal information where this is necessary for its legitimate interests (unless these are overridden by your interests or fundamental rights and freedoms), including:

- To manage record-keeping and reporting obligations in connection with its applicant pool;
- To process reimbursements for any expenses incurred for travel during the interview process;
- To share information with Avient affiliates in accordance with this Notice as necessary for global management purposes; and
- Comply with applicable laws and regulations.

We may require you to provide original documents containing personal information to verify your employment eligibility and identification, which may be processed in the same manner. This activity may be done by the local affiliate or by Avient Corporation on behalf of the affiliate with the position for which you applied or for which you are being considered.

Avient does not engage in automated decision making or profiling practices. Avient will not use your personal information for any other purpose incompatible with the purposes described in this Notice, unless it is required or authorized by law, with your consent, or is in your own vital interest (e.g., in the case of a medical emergency).

4. Who Has Access To Your Personal Information

Given Avient's corporate structure, various group companies may receive your personal information in order to process your application:

- The Avient affiliate to which you are applying for a position or who is offering a relevant position;
- Other group companies whose responsible departments or HR departments are involved in processing your application;
- Avient Corporation as the operator of this recruitment platform;
- Technical service providers that process data for Avient Corporation

Group-wide data processing: As a group with global operations, Avient group companies work closely together. Therefore, your application may be processed by the responsible department and the HR department. Other group companies will receive your data on a need-to-know basis in order to process your application.

Example: You are applying for a position at PolyOne Canada, Inc. Members of the responsible department in the USA (Avient Corporation) and – as a standard – the HR department in Canada (PolyOne Canada, Inc.) are involved in handling your application. As a result, employees from both companies receive and process your personal information.

If you are in the EU or UK, Avient has entered into an Intra Group International Data Transfer Agreement, under the terms of which all data importers outside the EU and UK are obligated to process and protect all personal information received from the EU or UK in accordance with the controller-to-controller standard contractual clauses (the “Clauses”), as approved by the European Commission. Avient also has entered into data transfer agreements as may be required in those countries that do not recognize the Clauses, or otherwise has sought your consent for the transfer of your personal information in accordance with this Notice. To obtain a copy of the Clauses, please contact PRIVACY.OFFICER@AVIENT.COM.

If you are hired, your data is transferred from the recruitment platform to the HR administration system of the respective Avient company with which your employment or working relationship is formally established. For example, if you provided a personal mobile phone number as part of your contact information within the recruiting system, it would be transferred to the company HR administration system.

Service providers: Service providers, such as those assisting us with the operation of our online recruitment systems or commissioned to assist with the application process (e.g. with technical support for this recruitment platform), are carefully selected. So that your data is handled confidentially and securely, contracts with service providers contain provisions that safeguard your data in compliance with applicable laws. A list of third-party suppliers to whom your personal information is transferred is available upon request.

We also may need to share your personal information with other third parties such as recruiters, references or referrals, agencies that facilitate background checks, or consultants for the following reasons:

- When it is necessary to involve a third-party service provider to facilitate or extend recruitment services, background check processing, and similar services;
- When explicitly requested by you;
- As required by a court order or any other legal or regulatory requirement, including in response to requests from public and government authorities outside your country of residence;
- Where necessary for our legitimate interests (including where required in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business assets (e.g., in connection with any bankruptcy proceeding)), ;
- To protect our operations or those of any of our affiliates;

- To protect our rights, privacy, safety or property, or that of our affiliates, you or others; and
- To comply with or in accordance with applicable law.

Note that if your residence is located in a country different to where the job you are applying to is, the use of your data by Avient's group company is not subject to the data protection regulations in your country, and as such, a different level of protection may apply. We do not collect or compile your personal information provided to us as part of your application for dissemination or sale to third parties for consumer marketing purposes.

5. Your Rights Regarding Your Information

At any time, you can inspect, edit or delete the data that you uploaded as well as your applicant profile by accessing our Sites. Please note that any changes made to your profile may impact on your current application(s). You may withdraw your application at any time, object to processing of your personal information, limit the use and disclosure of your personal information by us, access the personal information we have about you, make use of your right to data portability and have your personal information rectified, updated or deleted or its processing restricted. You also are entitled to withdraw any consent that you might have given with respect to the processing of your personal information at any time with future effect.

If you would like to exercise your rights or learn more about the processing of your personal information, please contact us using the "Contact Us" information below. We will respond to your request(s) as soon as reasonably practicable, but in any case, within the legally required period of time.

If you are not satisfied with our response or believe that your personal information is not being processed in accordance with the law, you also may contact or lodge a complaint with the competent supervisory authority or seek other remedies under applicable law. Contact details for data protection authorities are available [here](#).

We will consider and respond to your request in accordance with applicable laws.

6. Security Of Your Information

We consider the security of your personal information a top priority. Accordingly, while no set of privacy and security standards or safeguards is 100% secure, any information that you share with us is kept using appropriate administrative, technical, and organization controls to maintain appropriate confidentiality of the data and help protect personal information from loss, misuse and unauthorized access, disclosure, alteration and destruction. It is your responsibility to use the appropriate level of care whenever you communicate with us. Do not send us sensitive personal information to us via email. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us of the problem by contacting us using the "Contact Us" information below.

7. Retention Of Your Personal Information

We will retain your personal information for the period necessary to fulfil the purposes outlined in this Notice, and in accordance with our Record Retention Schedule, applicable legal and regulatory requirements.

If you decide to submit your applicant profile to the applicant pool we will retain your data for the purpose of considering whether your skills are suitable for other job opportunities. If you are selected for a position, your personal information will at least be retained during the term of your employment or service contract (extended by the applicable statute of limitations and applicable statutory data retention obligations, as the case may be).

Even if you are not selected for the position for which you applied or if you did not apply for a specific position, we may retain your personal information for the purpose of considering whether your skills are suitable for other job opportunities, in which case we would invite you to apply, provided you granted your consent into such extended retention. Otherwise your personal information will only be retained for the period necessary to assess your candidacy, and as may be required under applicable statute of limitations and statutory data retention obligations, as the case may be.

You may contact us to learn more about our retention policies, withdraw your application for employment and/or your consent for continued retention of your personal information after the end of the recruitment process and to request us to purge your personal information. Please note that applicable law may require that Avient retains your resume or CV for a specific period even if you request that Avient does not consider your candidacy for employment.

8. Inclusion Of Your Application In The Global Applicant Pool

After submitting your application, you will have the option to release your applicant profile for the applicant pool, allowing us to consider you for additional open positions at group companies. If you choose to do so, employees from all the HR and responsible departments within the Avient group of companies will be able to access your profile according to this Notice and to contact you. You may also notify us if you no longer wish to be included in the applicant pool by contacting us at the contact information below. This revocation has no impact on any of your direct applications. You may also delete your applicant profile.

9. Updating Your Information

Avient only notifies you of positions we think may be of interest to you. As such, we recommend you regularly update your applicant profile.

10. Amendments and Changes

This Notice is not, nor is it intended to be, an offer of employment, contract, nor does it otherwise create any legal rights or obligations. Accordingly, Avient may amend, interpret, modify or withdraw any portion of this and related practices from time to time in compliance with the requirements of applicable law.

Appropriate notification will be given concerning such amendments. Each version of this Notice is identified at the bottom of the page.

11. Contact Us

If you have any questions or want to exercise any of your rights, you can contact us at:

The Corporate Privacy Officer
Avient Corporation
33587 Walker Road
Avon Lake, Ohio 44012
Email: PRIVACY.OFFICER@AVIENT.COM
Phone: 1-800-901-2078

You may also send us your privacy questions or requests through our [online form](#).

The Data Protection Officer for Avient may be contacted at PRIVACY.OFFICER@AVIENT.COM.

** For Candidates in Peru, personal information will be stored in the database bank "[avient.taleo.net]" registered in the National Personal Data Protection Registry with code RNPDP-PJP N° [*]."

Effective Date: August 1, 2020