

Avient Corporation
Global Candidates Privacy Notice

Effective date: September 15, 2025

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. This Candidate Privacy Notice (“Notice”) sets out how Avient processes personal information from job applicants and candidates (collectively “you”) during your application process and describes your privacy rights.

Many countries have specific legal requirements governing the use of personal information, including Candidate personal information. Accordingly, the actual Candidate personal information collected and/or accessed by us, and the legal basis for processing may differ from jurisdiction to jurisdiction to comply with local laws.

Please read this Notice carefully. By submitting your application, resume and/or CV your personal information will be handled and protected by us in accordance with this Notice and local addendums.

Our career website, avientcareers.com (“Site”), includes online forms that you can use to contact us, for example, the Personal Job Assistant or the CV upload feature on the main page. Please pay close attention to the descriptions accompanying these forms, as most of the data you provide will be used solely to present you with job offers tailored to your profile. We do not save or store any information submitted via these forms unless explicitly stated. If you apply for a position at Avient using services other than Site for example, through job boards, recruitment agencies, or third-party platforms, please be aware that your personal data may be initially collected and processed by those third-party services before it is shared with us. We encourage you to review the privacy statements and notices provided by these third-party services to understand how your personal data will be handled by them prior to its transfer to our company. Once we receive your application data from a third-party service, we will process it in accordance with our own Candidate Privacy Notice and applicable data protection laws. If you have any questions about how your data is processed by third-party services before it reaches us, we recommend contacting those services directly, for example, through job boards, recruitment agencies, or third-party platforms, please be aware that your personal data may be initially collected and processed by those third-party services before it is shared with us. We encourage you to review the privacy statements and notices provided by these third-party services to understand how your personal data will be handled by them prior to its transfer to our company. Once we receive your application data from a third-party service, we will process it in accordance with our own Candidate Privacy Notice and applicable data protection

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If you have any questions 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 the recruitment process (i.e. your application and applicant profile on our Site).

According to our standards, we only collect personal data necessary for our specified purposes, and we encourage recruitment candidates to only share personal data where it is strictly required for us to evaluate your candidacy for our job positions.

The collection of information will vary depending on country-specific legal and/or business requirements and the stage of the recruitment process. We may process the following personal information:

- Personal identity information such as name, surname, phone number, email address, date of birth, home address, gender, national ID, residency certificate, race/ ethnicity, social security number, citizenship, etc.
- Employment and education information such as educational experiences, employment history, professional licenses, language and special competencies, job qualifications, etc.
- Information collected as part of the interview process, results from an assessment tool, or as part of other forms of assessment, etc.
- Authentication information and online browsing records such as IP address, user account/username, password, browser type and version, real-time location, metadata, etc.

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- Cookies. Please read [Avient Corporation Privacy Statement](#) and Cookie banner for further information.
- Personal communication information such as audio and video recordings, email correspondence, call logs, email attachments, etc.
- Medical information, such as health information, including disability status, that is relevant to us and the role you are being considered for,
- Face shape or photo,
- Information required to initiate employment, such as proof of eligibility to work in country (like a passport or visa), information you provide in response to an export control questionnaire, tax information, bank account information, benefits eligibility information and other information you provide, including legally required information, for the purposes of starting employment or performing an employment contract, etc.
- Emergency contact details,
- Background check information such as reference checks, license verifications or criminal record checks and/or medical examination as permitted by applicable law,
- 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 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 and financial information. 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. Legal basis for processing

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If applicable law requires a lawful basis for processing, then our legal basis for processing personal information will depend on the personal information concerned and the specific context in which we process it. In most circumstances, we process personal information:

- to perform our obligations under an agreement we have with you or to take steps prior to entering an employment contract with you, when you are under consideration for employment,
- where you provided consent,
- where the processing of personal information is in our legitimate interest, balancing our interests and rights against the impact of the processing on you. These legitimate interests include, for example, administering an efficient recruitment process and managing applicants effectively, or
- where we are obliged to process your personal information based on applicable laws.

3. How We Collect Your Information

Your provision of personal information in connection with a job application is generally voluntary. If the collection of any of your personal information is mandatory – for example, to complete an application– 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 our Site;
- 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 may also collect your personal information from publicly available sources to contact candidates using publicly available communication channels (for example, using the contact information provided on a person's LinkedIn profile or other social networks);
- From Recruiters or Referrals. Your personal information may be shared with us by recruiters and third-party referrals;

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- 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.

4. How We Use Your Personal Information

Your personal information will be used 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 a specific job opportunity selected by you or for available job opportunities, if you agree to join our Talent Community.

If you are already employed at an 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 relationship with you. This includes processing for the following reasons:

- Process your application for employment or to render services to us;
- Facilitate communication with you, which may include AI-powered support capabilities (involving facilitating meetings, meeting recaps and insights, email suggested content, etc.) and take preparatory steps where necessary to enter into an employment relationship with you;
- Provide you with services and respond to your inquiries;
- 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 (only where permitted by the applicable law and to the extent necessary with respect to the respective function of the employee); and
- Verify employment references and referrals.

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Avient may also process your personal information to:

- Manage record-keeping and reporting obligations in connection with its applicant pool;
- Process reimbursements for any expenses incurred for travel during the interview process;
- We may use personal information about you as necessary to maintain the security of our applications, systems, networks, and physical safety. For example, we may process information about you when investigating suspicious activity on our Site.
- Share information with Avient affiliates in accordance with this Notice as necessary for global management purposes; and
- Comply with applicable laws and regulations such as legally mandated reporting or other legal process related requests. We may also process information about you in the performance and organization of our business and internal management, for example to conduct audits and investigations, for mergers and acquisitions, finance and accounting, archiving and insurance purposes and in the context of dispute resolution.

Once you have submitted your application, you also may agree to add your data to our Talent Community. This will enable Avient to notify you of other positions for which you may be qualified.

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).

5. 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;

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- 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 Avient Canada ULC legal entity in Canada. Members of the responsible department in the USA (Avient Corporation) and – as a standard – members of the responsible department in Canada are involved in handling your application. As a result, employees from both companies receive and process your personal information.

Where permitted by law, your personal information may be transferred to countries outside the jurisdiction in which you provided it. For example, your personal information may be stored on systems in other countries or accessed by our other affiliates around the world. These countries may not have the same privacy laws as your country of residence. When your data is transferred to or accessed from countries outside your country of residence, we implement appropriate safeguards as well as any legally required administrative, technical, and/or contractual requirements to protect your personal information. We make transfers outside some jurisdictions like e.g. the European Union or the United Kingdom using contractual safeguards (such as standard contractual clauses). If you would like a copy of the relevant transfer mechanism applicable for your jurisdictions, please contact privacy.officer@avient.com. Avient will also comply with specific country requirements that restrict data transfers outside the country of collection and/or require data localization.

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:

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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.

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.

6. Your Rights Regarding Your Information

At any time, you can inspect, edit or delete the data provided to us during the recruitment process, also data that you uploaded in your applicant profile by accessing our Sites. Please note that any changes made to your profile may impact 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

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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.

Depending on your geographic location, you may have other or additional privacy rights.

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 with the data protection authority in your country.

7. Security Of Your Information

We take the security of your personal information seriously. While no system can be guaranteed 100% secure, we implement a combination of administrative, technical, and organizational safeguards - such as access controls and encryption where appropriate - to help protect your data. These measures are designed to maintain confidentiality and prevent loss, misuse, unauthorized access, disclosure, alteration, or destruction.

We also encourage you to take appropriate precautions when communicating with us. Please avoid sending sensitive personal information via unsecured channels like email. If you believe the security of your interaction with us has been compromised, contact us immediately using the 'Contact Us' information below.

8. Retention Of Your Personal Information

We will retain your personal information for the period necessary to fulfil the purposes outlined in this Notice according to our Retention Policy.

If you decide to submit your applicant profile to the Talent Community, 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 employment contract (extended by the applicable statute of limitations and applicable statutory data retention obligations, as the case may be).

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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 the 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.

9. Talent Community

Once you have submitted your application, you also may add your data to the Talent Community at our Site. This will enable Avient to notify you of other interesting positions for which you may be qualified. 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 contact you. You may also notify us if you no longer wish to be included in the Talent Community 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's profile. 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.

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:

Data Privacy Team

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Avient Corporation 33587 Walker Road Avon Lake, Ohio 44012

Email: PRIVACY.OFFICER@AVIENT.COM

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