

Avient Corporation
Global Candidates Privacy Notice

Effective date: August 1, 2026

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. 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. 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 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

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you have provided to us as part of the recruitment process (i.e. your application and applicant profile on our Site).

In accordance with our standards, we only collect personal data necessary for our specified purposes, and we encourage 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. Depending on the jurisdiction and circumstances 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, nationality;
- Employment and education information such as educational experiences, employment history, professional licenses, language and special competencies, job qualifications;
- Information collected as part of the interview process, results from an assessment tool, or as part of other forms of assessment;
- Authentication information and online browsing records such as IP address, user account/username, password, browser type and version;
- Cookies. Please refer to the [Avient Corporation Privacy Statement](#) and cookie banner for further information.
- Interview transcripts, summaries, reports and, where applicable, audio and video recordings of interviews or assessments;
- Personal communication information such as email correspondence, call logs, email attachments;
- Health information, including disability status, that is voluntarily disclosed by you or relevant to us and the role you are being considered for;
- 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, home address, national ID, benefits eligibility information and other information you provide, including legally required information, for the purposes of starting employment or performing an employment contract;
- Background check information such as reference checks, license verifications or criminal record checks and/or medical examination as permitted by applicable law;
- Image and visual identification data, such as CCTV footage or photographs;

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- Other personal information contained in your application form, CV or cover letter, or otherwise provided by you in connection with your application, including reference contact details, information disclosed during interviews, and information about your availability or personal circumstances.

We generally do not require sensitive personal information (or special categories of personal data) at the initial stages of the recruitment process. In limited cases, and only where permitted or required by applicable law, we may request such information for specific recruitment or employment-related purposes. If you provide sensitive personal information that we have not requested, we may delete it from our systems where permitted.

2. Legal basis for processing

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, after balancing those interests against the impact of the processing on you. These legitimate interests include, for example, administering an efficient recruitment process and managing applicants effectively;
- 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;

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- **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.** We may also collect your contact details 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;
- **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, 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 carry out administrative activities related to your application and possible hiring. We may evaluate your qualifications for a specific position for which you apply or, where you have chosen to join our Talent Community, for other relevant opportunities.

If you are already employed by an Avient company, internal privacy policies may also apply.

Avient processes your personal information to administer and manage your application and for the other purposes described in this Notice. In particular, Avient processes your personal information for the purpose of considering you for employment or engagement, where applicable. This includes processing for the following purposes:

- To process your application for employment or engagement, where applicable;
- To take steps at your request prior to entering into an employment relationship;
- To communicate with you and respond to your inquiries;

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- To assess your qualifications for a particular position, including interviewing, screening, and evaluating you, supporting hiring decisions, maintaining consistency and quality in the recruitment process, documenting the process, and responding to complaints, investigations, or legal claims, where permitted by applicable law;
- To verify your identity and eligibility to work;
- To facilitate communications and support administrative aspects of the recruitment process, including through AI-enabled tools used to assist with scheduling, note-taking, or similar recruitment support functions, where permitted by applicable law;
- If you are offered a position, to conduct criminal, medical, and credit background checks, only where permitted by applicable law and to the extent necessary for the relevant role; and
- To verify employment references and referrals.

Avient may also process your personal information for the following purposes:

- To manage record-keeping and reporting obligations in connection with the applicant pool;
- To process reimbursements for interview-related travel expenses;
- To maintain the security of our applications, systems, networks, facilities, and people, including by investigating suspicious activity involving our Site or premises;
- To share information with Avient affiliates in accordance with this Notice, as necessary for recruitment administration, oversight, and related internal business operations;
- To comply with applicable laws and regulations, including legally mandated reporting and responses to lawful requests or legal process; and
- To support internal business administration and dispute resolution, where permitted by applicable law.

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.

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Avient does not engage in automated decision-making 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. Parties With Whom We Share Your Personal Information

Given Avient's global corporate structure, your personal information may be shared with relevant Avient group companies as necessary to process your application and administer the recruitment process, including:

- The Avient affiliate to which you are applying for a position or that is offering a relevant position;
- Other Avient group companies whose relevant business functions or HR teams are involved in processing your application;
- Avient Corporation, as the operator of the recruitment platform;
- Technical service providers acting on behalf of Avient Corporation in connection with the recruitment platform.

As a global organization, Avient group companies work closely together in the recruitment process. Your application may be reviewed by relevant business functions and HR teams, and your personal information may be shared on a need-to-know basis with other Avient group companies where necessary to support the recruitment process. For example, if you apply for a position with an Avient entity in one country, relevant personnel in that country and, where necessary, in other Avient group companies may access your personal information to support your application.

Where permitted by law, your personal information may be transferred to, stored in, or accessed from countries outside the jurisdiction in which you provided it. These countries may not have the same data protection laws as your country of residence. When your personal information is transferred to or accessed from outside your country of residence, we implement appropriate safeguards, as well as any legally required administrative, technical, and contractual measures, to protect your personal information. For transfers from certain jurisdictions, including the European Union and the United Kingdom, we use recognized transfer mechanisms such as standard contractual clauses, where required. If you would like a copy of the relevant transfer mechanism applicable to your jurisdiction,

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please contact PRIVACY.OFFICER@AVIENT.COM. Avient will also comply with specific country requirements that restrict cross-border transfers or require data localization.

If you are hired, your personal information may be transferred from the recruitment platform to the HR administration system of the relevant Avient company with which your employment or other working relationship is established. For example, if you provide a personal mobile phone number in the recruitment system, it may be transferred to the relevant HR administration system.

Service providers, such as those assisting us with the operation of our online recruitment systems or supporting the application process (for example, by providing technical support for the recruitment platform), are carefully selected. To help ensure that your personal information is handled confidentially and securely, our contracts with service providers include appropriate data protection obligations in compliance with applicable law. Information about relevant categories of third-party service providers is available upon request, subject to applicable law.

We also may share your personal information with other third parties, such as recruiters, references, referral sources, background check providers, or consultants, for the following reasons:

- Where it is necessary to engage a third-party service provider to support recruitment services, background check processing, or similar services;
- Where you explicitly request or authorize us to do so;
- As required by court order or other legal or regulatory obligation, including in response to lawful requests from public or government authorities, including authorities outside your country of residence;
- Where necessary for our legitimate interests, including in connection with a reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or part of our business or assets, including in connection with any bankruptcy or similar proceeding;
- To protect our operations or those of our affiliates;
- To protect our rights, privacy, safety, or property, or those of our affiliates, you, or others; and
- To comply with applicable law.

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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

Subject to applicable law, you may request access to, correction of, deletion of or restriction of the data provided to us during the recruitment process, including data that you uploaded in your applicant profile through our Site. 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 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.

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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, including to meet any applicable legal, regulatory, accounting, or reporting obligations.

We may retain personal data for longer periods in exceptional cases, for example where we are required to preserve it due to a court order, regulatory request, or ongoing investigation by law enforcement or supervisory authorities.

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 (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 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 relevant positions for which you may be qualified. If you choose to do so, relevant employees from HR and other responsible departments within the Avient group of companies may access your profile on a need-to-know basis in accordance with this Notice and may contact you about relevant

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opportunities. 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 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.

The effective date of this Notice is set out at the top of this Notice.

11. Contact Us

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

Data Privacy Team

Avient Corporation 33587 Walker Road Avon Lake, Ohio 44012

Email: PRIVACY.OFFICER@AVIENT.COM

You may also submit your privacy questions or requests through our online form, which is available in the [Avient Privacy Statement](#).