



Applicant Privacy Notice

Together with the [Chemours' Global Information Privacy Policy and Privacy Statement](#), this notice describes Chemours practices in connection with job applicant-related personal information. The Chemours Company and its affiliates ("Chemours") values your trust and is committed to the responsible management, use and protection of personal information. This Applicant Privacy Notice ("Notice") is applicable to all the information collected by Chemours to facilitate your application for a job within the Chemours family and includes your use of our Careers Site. Personal information submitted elsewhere on Chemours' and its affiliates' web sites will be used in accordance with our general online Privacy Statement (located at privacy.chemours.com) or the Privacy Notice on the applicable website.

This Careers Site is operated by Chemours (**1007 Market St., Wilmington, DE 19898, United States**) in order to support Chemours' recruitment functions.

YOUR CONSENT

Please read this Notice carefully and indicate your acceptance of our collection, saving, use, transfer and disclosure of personal information as described in this Notice by clicking the "Yes, I have read and consent to the Terms and Conditions" box. Be aware that we will need your consent to grant you access to apply for a position online.

To the extent the personal information you provide contains details of your: racial or ethnic origin; political opinions or beliefs; religious beliefs; membership in a trade union or political party; physical or mental health or condition; sexual orientation; commission (or alleged commission) of an offense or related proceedings; job evaluations, educational records, or financial information or account numbers you expressly authorize Chemours to handle such details for the purposes of your job application or legal compliance requirements in selected countries.

By agreeing to this Notice, you agree to the transfer of your personal information to countries which may have a different data protection regime than in the country in which you reside.

As a rule, you can revoke this consent at any time by withdrawing your application. Generally speaking, revocation of consent only applies to the future. Processing that takes place prior to consent being issued is not affected by such and remains lawful.

INFORMATION YOU PROVIDE

This Notice covers any personal information you submit to apply or search for a position at Chemours. If you apply through the Careers Site as part of the job application or job search process, the following information may be collected:

- name, contact information, other personal information;
- log-in and password;
- CV, résumé, cover letter, previous work experience and education information, and other background information relevant to your application;
- employment preferences, willingness to relocate, current salary, desired salary and how you heard about the Careers Site;
- professional and other work-related licenses, permits and certifications held;
- language and other relevant skills;
- awards and professional memberships;
- eligibility to work in country where job applied for is located, available start date; and
- information relating to references.

Some of the requested information, such as race, ethnicity, disability, and Veteran's status, is collected to satisfy legal requirements in the United States and its use is strictly limited to meeting those compliance obligations. You should avoid submitting the following sensitive information, except where such information is legally required: sexual orientation, race, ethnic origin, religious affiliation, beliefs, disability, marital status, creed, nationality, national origin, color and/or age.

Any information you submit through the Careers Site must be true, complete and not misleading. Should the information provided be inaccurate, incomplete, or misleading, subject to applicable law, this may lead to a rejection of your application during the application process or disciplinary action including immediate dismissal if you have been employed. In addition, it is your responsibility to ensure that information you submit does not infringe on any third party's rights and is not otherwise legally actionable by such third party. For example, do not submit any information at any time that might be considered a trade secret by a former employer.

If you intend to provide us with details of a reference or any other third party as part of your CV/résumé, it is your responsibility to obtain consent from that third party prior to passing the personal information to us.

PURPOSES AND LEGAL FOUNDATIONS UPON WHICH WE PROCESS YOUR DATA

The information that you submit on the Careers Site will be stored in the United States (and in the relevant jurisdiction(s) if the job relates to one of Chemours' affiliated entities outside of the United States). It will be reviewed and processed for the purposes described below, by employees, consultants and/or service providers of Chemours affiliates around the world. The Chemours Company will remain responsible for the personal information collected.

Personal information submitted through the Careers Site will be collected, used, transferred and disclosed ("processed"), as permitted by local law, for the following purposes:

Purposes pursuant to fulfilment of an agreement or pre-contractual measures

- process your application;
- assess your capabilities and qualifications for a job;
- conduct reference checks;
- communicate with you;
- conduct background checks if you are offered a job.

Purposes relating to adherence to statutory requirements

- comply with any applicable law or regulation;

Purposes within the framework of a legitimate interest

Above and beyond the actual fulfilment of the (pre-)agreement, we process your data whenever this is necessary to protect legitimate interests of our own or of third parties. Your data shall only be processed to the extent that you do not have any overriding interests against such processing such as in particular for the following purposes

- provide to you any services available on the Careers Site from time to time;
- monitor and record services whether provided by Chemours or a third party

Personal information about you will be added to Chemours' international candidate database and will be used for the purposes of considering whether your profile is suitable for other job vacancies at Chemours. If we elect to make you an offer, personal information you submit will be incorporated into our human resources system and used to manage the new-hire process. If you become an employee, any personal information that you submit may become part of your employee file and may be used for other employment/work-related purposes, covered by the Employee Privacy Notice.

The provision of personal information on the Careers Site is voluntary. Please note, failure to provide sufficient information, however, may result in Chemours being unable to consider your employment application.

DISCLOSURE OF PERSONAL INFORMATION (INCLUDING CROSS BORDER TRANSFERS)

Your personal information will be reviewed by Chemours employees or agents who have a business need to access such personal information and may include recruiters, human resources personnel, technical services personnel, managers or their designees, and if applicable, employee representatives. This may include transferring Personal Information to other countries in compliance with applicable law. To view the Chemours' Global Information Privacy Policy and Statement, which includes a list of Chemours' Affiliate companies that may jointly process and use personal information, visit privacy.chemours.com.

We may share personal information about you with selected service providers or consultants acting on our behalf, such as third parties assisting Chemours with the operation of the Careers Site including Workday, which hosts the Careers Site, and One Source Virtual, which provides

technical and business process support services for the Workday system. If employment is offered then we will share personal information about you to third parties who conduct the background check. Those third parties will be required to use appropriate measures to protect the confidentiality and security of personal information.

Chemours may also disclose personal information about you in order to: (1) protect the legal rights, privacy or safety of Chemours or its employees, agents and contractors; (2) protect the safety and security of visitors to our web sites or other properties (3) protect against fraud or other illegal activity or for risk management purposes; (4) respond to inquiries or requests from government or public authorities; (5) permit us to pursue available remedies or limit the damages that we may sustain; (6) enforce our Terms of Service; or (7) comply with the law or legal process.

Chemours may also transfer any and all information that we collect about you to third parties in the event of any merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of the Chemours assets or stock (including without limitation in connection with any bankruptcy or similar proceedings).

DATA RETENTION

We are required to ask for and retain information relating to candidates applying for jobs within the United States. Personal information of candidates applying for jobs in other parts of the world will be retained in accordance with local law. If there is no activity in relation to the personal information, Chemours may remove it from its database, subject to Chemours' data retention obligations and policies and any applicable legal or regulatory obligations or for the period of time permitted by local laws, for the purpose of considering whether your skills are suitable for other opportunities. Note that Chemours may delete personal information about you at any time (including your CV/résumé), without any reason. Therefore, please retain your own copy of the personal information provided to us.

PASSIVE INFORMATION COLLECTION: COOKIES AND SIMILAR TECHNOLOGY

We and our service providers may use “cookies” and similar technologies on the Careers Site. Cookies are data that a web server transfers to an individual's computer for recordkeeping purposes. We use cookies and other technologies to better serve you with more tailored information and facilitate your ongoing access to and use of our Careers Site. If you do not want information collected through the use of cookies, there is a simple procedure in most browsers that allows you to automatically decline cookies, or to be given the choice of declining or accepting the transfer of a particular cookie, or cookies from a particular web site, to your computer. To learn more about cookies, please visit <http://www.allaboutcookies.org/>.

ACCESS AND CORRECTION, QUESTIONS AND COMPLAINTS

If you choose to register on the Careers Site, you may access, review, and change some of the personal information collected about you and stored therein by logging into the Careers Site and

updating your account information. Please note that the Chemours Recruitment Team has the ability to see all the history of changes that you may make in your own profile. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you already have submitted for consideration for a specific position, please resubmit your application for that position and include the updated personal information about you in the application. We encourage you to promptly update your personal information if it changes or is inaccurate. Upon your request, we will deactivate or remove your personal information from our active databases, although some information may be retained as permitted.

If you have any questions or concerns about how we process personal information please contact us at the address listed below. You may access, modify or object to the use of personal information as permitted by applicable local law. Please contact us at the address listed below with any such requests. Please note that certain personal information may be exempt from such access, correction, or objection rights pursuant to local data protection laws.

You also have the right to file a complaint with the Data Protection Authority / Supervisory Authority in the country of your habitual residence or place of work. A list from the International Conference of Data Protection and Privacy Commissioners can be found here: <https://icdppc.org/participation-in-the-conference/list-of-accredited-members/>. We recommend, however, to first always send a complaint to our Privacy team at privacy-office@chemours.com.

SECURITY

We take reasonable precautions to safeguard personal information transmitted through the Careers Site and stored on our servers. Unfortunately, no method of transmitting or storing data can be guaranteed to be 100% secure. Do not send sensitive information via email. It is your sole responsibility to use the appropriate level of care whenever communicating with us.

If you have reason to believe that your interaction with us is no longer secure (for example, you feel that the security of any account you might have with us has been compromised), you must immediately notify us of the problem by contacting us at the address listed below.

Chemours hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliated companies and contractors for any of your information sent to our Careers Site and which is lost, misused, illegally accessed, disclosed, altered or destroyed or not integrally or timely delivered to our Careers Site.

LINKS TO OTHER WEBSITES

The Careers Site may contain links to other websites. The operators of those other websites may collect information about you, through cookies or other technologies. If you follow a link to another website, you will leave the Careers Site and this Notice will not apply to your use of and activity on those other sites.

If you provide personal information through any other site, your transaction will occur on that website (not the Chemours Careers Site) and the personal information you provide will be

collected by, and controlled by the privacy notice of that website operator. Links on the Careers Site to other websites are provided only as a convenience, and the inclusion of such links does not imply endorsement of the linked site. We encourage you to read the legal notice posted on those sites, including their privacy policies. We have no responsibility or liability for your visitation to, and the data collection and use practices of, other sites.

DIVERSITY

Chemours is an equal opportunity employer, which means we offer equal treatment to all applicants. Chemours does not discriminate, either directly or indirectly, on the grounds of sex, sexual orientation, trans-sexuality, race, ethnic origin, religion, belief, disability, marital status, creed, nationality, national origin, colour and/or age in any area of recruitment. In some countries we may ask for information on the ethnic origin, gender, and disability of our applicants for the purpose of monitoring equal opportunity. If you have a disability and would like to indicate as part of your application any relevant effects of your disability and any adjustment which you consider should reasonably be made to the process to assist your application, please do so in the relevant field during the application process.

LAW APPLICABLE TO JOB APPLICATION

This Careers Site allows you to benefit from Chemours' centralized global recruitment function, while applying for jobs world-wide. This Careers Site is operated from the United States. Accordingly, any personal information you submit to the Careers Site will be collected in the U.S. and will be subject to U.S. laws. However, if we share your personal information with an affiliate located in another country in its capacity as a potential employer, the affiliate will handle your personal information in accordance with this Notice and the applicable country laws. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

ABOUT CHILDREN

The Careers Site is not intended for minors under the age of 18.

CURRENT WORKERS OF CHEMOURS

If you currently work for one of Chemours' business units, you must be eligible to apply for a position in a different business unit within Chemours to use the Careers Site. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

The Careers Site is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

CHANGES TO THE NOTICE

We reserve the right to amend this Notice at any time in order to address future developments of Chemours, the Careers Site or changes in industry or legal trends. The Career Site includes a link to the latest version of the applicant notice, which is located at applicantnotice.chemours.com. You can determine when the Notice was revised by referring to the "Last Revised" legend on the end of this Notice. Any changes to the Notice will become effective upon the posting of the revised Notice on applicantnotice.chemours.com. By continuing to use the Careers Site following such changes, you will be deemed to have agreed to such changes for future applications. If you do not agree with the terms of this Notice, in whole or part, you can choose to discontinue use of the Careers Site.

CONTACT US

If you have questions regarding this Notice or the personal information we collect, use, and share about you, please contact the Chemours Privacy Office at Privacy-Office@chemours.com or at:

**Chemours Privacy Office
1007 Market Street
Wilmington, DE 19898
United States**

LAST REVISED: April 6, 2018