

CANDIDATE PRIVACY NOTICE

This notice describes how Chefo and its affiliates/subsidiaries (collectively “Chefo”) collect, use, disclose, and otherwise process the personal data (“Candidate Data”) of individuals who apply or are considered for a position with Chefo (“Candidates”).

SCOPE AND APPLICATION

This notice governs Chefo’s processing of Candidate Data anywhere in the world in connection with our recruitment of Candidates for positions at Chefo.

This notice does not apply to Chefo’s processing of personal data in connection with the use of its products or services. For information on such processing, please see Chefo’s User Privacy Notice.

COLLECTION OF CANDIDATE DATA

We collect the following categories of Candidate Data directly from you:

- name, address, email address, telephone number, or other contact information
- resumes/CVs, cover letter, academic transcripts, and other statements of experience and education
- the position(s) for which you wish to be considered, desired salary, willingness to relocate, and other job preferences
- how you heard about the position
- prior employers, dates of employment, positions held and/or job titles
- referral names and contact information for referrals
- name and contact information for references (it being solely your responsibility to obtain consent from references before providing their personal data)
- any other personal data that you provide during the job search, application, or interview process with Chefo, including medical/disability, information submitted in connection with skills assessments, additional information regarding work or educational experiences, information about employment offers from other companies, and reason(s) for acceptance/rejection

We may also receive the following categories of information from other sources:

- where permitted by law, background check data, potentially including your criminal history records.
- information concerning your prior employment, including (where permitted by applicable law) compensation and your educational and academic degrees, from employment agencies, publicly available sources, social media websites, former employers and/or educational institutions
- information provided by references that you provide

In addition, if you apply for a position in the Republic of South Africa, or in another country that permits such voluntary data collections, you will have the opportunity to provide information about your gender, race/ethnic origin and/or veteran status in order for us to conduct equal opportunity monitoring. Where permitted by law, we may also infer some of this information for past Candidates in order to improve our recruitment process. The provision of this information is entirely voluntary, and where required by law, we only collect such information with your express consent. If you decline to provide this information, your application(s) will not be affected in any way. If you choose to provide this information, you consent to our using it for equal employment opportunity monitoring purposes. This information will be held and stored anonymously and will not be used to evaluate your application for employment.

USE OF CANDIDATE DATA

Chefo uses your Candidate Data in connection with our Candidate recruitment process. For example, we use your Candidate Data to:

- evaluate and verify your education, skills, experiences and other qualifications and interests in connection with open roles at Chefo
- communicate with you regarding the interview process, and inform you of potential career opportunities
- prepare offers of employment, including as it relates to compensation
- improve our recruitment process, including by generating anonymized data and analysis using Candidate Data
- perform pre-employment background checks where permitted by law

If you are hired, Chefo will maintain your Candidate Data as part of your employee records.

If you are not hired for the position for which you were initially considered, we may use your Candidate Data to identify and contact you regarding other positions for which you may want to be considered. If you do not wish for Chefo to use your data for this purpose, you may request that we delete your Candidate Data as explained below.

In addition, if you provide Chefo with the contact information of your references, Chefo may use that information to contact your references (and not for any other

purpose). Information provided by such references will be used by to evaluate your candidacy, and will otherwise be treated in accordance with this notice.

SHARING OF CANDIDATE DATA

We may share your Candidate Data:

- with Chefo subsidiaries and affiliates.
- with an Chefo employee who has referred you to inform them about the status and outcome of the referral.
- with vendors, consultants, and other service providers who need access to such information to carry out work relating to the recruitment process on our behalf.
- in connection with, or during negotiations of, any merger, sale of Chefo assets, consolidation or restructuring, financing, or acquisition of all or a portion of our business by or into another company.
- with law enforcement officials, government authorities, or other third parties if we believe it is required by applicable law, regulation, operating agreement, legal process such as subpoenas or court orders, or governmental request, if we believe your actions are inconsistent with our policies, or if we believe such sharing is necessary to protect the rights, property, or safety of Chefo or others.
- in an aggregated and/or anonymized form which cannot reasonably be used to identify you.

Chefo does not sell Candidate personal data.

COOKIES AND THIRD PARTY TECHNOLOGIES

We may allow others to provide online audience measurement and analytics services for us, to serve advertisements on our behalf across the Internet, and to track and report on the performance of those advertisements. These entities may use cookies, web beacons, SDKs, and other technologies to identify your device when you visit our site, including Chefo's Careers page. For more information about these technologies and service providers, please refer to our Cookie Statement.

CANDIDATE DATA RETENTION AND DELETION

Chefo retains your Candidate Data for as long as you are under consideration for a position with Chefo. Thereafter, Chefo retains your data in accordance with the laws in the countries where you live. These laws may require Chefo to retain your information for periods defined in such laws, or to delete it after periods defined in those laws. Unless otherwise required by such laws, Chefo will retain your Candidate Data for 3 years after it ceases to consider you for a position with Chefo, and will thereafter delete your Candidate Data except for historical information regarding the

positions for which you were considered (e.g., the position(s) for which you applied and the dates of your application(s)), and the decisions made by Chefo with respect to your candidacy (which may include the grounds for the decision). In some cases, we may ask for your consent to retain your Candidate Data for longer than the period otherwise permitted under applicable laws.

You may also request deletion of your Candidate Data at any time. Unless otherwise required by law, or where Chefo may have a legitimate interest that justifies continued retention, Chefo will delete your Candidate Data after receiving such request, except for historical information regarding the positions for which you were considered, and the decisions made by Chefo with respect to your candidacy.

YOUR RIGHTS

You have the following rights with respect to Chefo's handling of your Candidate Data:

- access your personal data
- correct any errors regarding your personal data
- erase or delete your Candidate Data under the terms above
- object to or restrict certain processing of your Candidate Data
- receive your Candidate Data in a usable electronic format and transmit it (data portability)
- withdraw your consent to the processing of your Candidate Data

To exercise these rights, please see below or submit your request [here](#). Please note that in certain instances, exercising your rights to object to or restrict processing of your Candidate Data, or to withdraw consent relating to the processing of your Candidate Data, may impact our ability to consider you for a position with Chefo. However, candidates will not be discriminated against for exercising these rights.

In addition, you also have the right to lodge a complaint with your local data protection authority or regulatory body relating to Chefo's handling of your Candidate Data.