

July 2023, version 1.0

Country Specific Provisions (Switzerland) to the Global Candidate Privacy Notice

These Country Specific Provisions supplements the Global Candidate Privacy Notice („Privacy Notice “), and provides specific provisions which only apply to Switzerland.

International Data Transfers

In the context of our business activities and in line with the purposes of the data processing set out in section “What do we do with your personal data”, we may transfer data to third parties, insofar as such a transfer is permitted and we deem it appropriate, in order for them to process data for us or, as the case may be, their own purposes. In particular, the following categories of recipients may be concerned: – our service providers (within the Givaudan group or externally, such as e.g. banks, insurances), including processors (such as e.g. IT providers); – dealers, suppliers, subcontractors and other business partners; – clients; – domestic and foreign authorities or courts; – the media; – the public, including users of our websites and social media; – competitors, industry organizations, associations, organizations and other bodies; – acquirers or parties interested in the acquisition of business divisions, companies or other parts of the Givaudan group; – other parties in possible or pending legal proceedings – affiliates of the Givaudan group; together Recipients.

Certain Recipients of personal data we process may be within Switzerland but they may be located in any country worldwide. In particular, you must anticipate your data to be transmitted to any country in which the Givaudan Group is represented by affiliates, branches or other offices (<https://www.givaudan.com/investors/financial-results/results-centre>) as well as to other countries in Europe and the USA where our service providers are located (such as Microsoft, SAP, Amazon, Salesforce). If a recipient is located in a country without adequate statutory data protection, we require the recipient to undertake to comply with data protection (for this purpose, we use the revised European Commission’s standard contractual clauses, which can be accessed here: https://eurlex.europa.eu/eli/dec_impl/2021/914/oj?), unless the recipient is subject to a legally accepted set of rules to ensure data protection and unless we cannot rely on an exception. An exception may apply for example in case of legal proceedings abroad, but also in cases of overriding public interest or if the performance of a contract requires disclosure, if you have consented or if data has been made available generally by you and you have not objected against the processing.

Changes to this Privacy Notice

We may modify this Country Specific Provisions to the Privacy Notice at any time without notice, except if such modifications contain substantial changes that may affect your rights under applicable privacy and data protection laws, in which case you will be duly notified of such changes through the usual Givaudan communication channels.



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Contact Us

For any questions with respect of this Privacy Notice, please contact the following persons (in order of preference):

1. Your local Human Resources ("HR") representative (for current and former employees);
2. Your Givaudan contact person (for contractors);
3. Your local Data Protection Coordinator (list available on the [Givaudan Data Protection intranet](#)); or
4. Our Group Data Protection Officer at global.dataprotection@givaudan.com

You can also write to us at:

Givaudan International AG

Attn: Group Data Protection Officer
Givaudan International AG, Kemtpark 50,
8310 Kempthal, Switzerland.

Kempthal, July 2023