

## Website Privacy and Cookie Policy

Thank you for visiting us online

This is the Website Privacy and Cookie Policy (“Policy”) of Darling Ingredients Belgium. We respect your privacy and we strive to protect your privacy whenever you visit our Website [darlingii.careersite.be](http://darlingii.careersite.be) using the appropriate measures and procedures. This Policy is designed to advise you about the type of information that Darling Ingredients Belgium collects via its Website and the purposes for which this information is being processed, used, maintained and disclosed.

### Applicability

This Policy will apply whenever you are visiting the website [darlingii.careersite.be](http://darlingii.careersite.be) (“Website”). By visiting the Website you accept the practices described in this Policy. Before using the Website, Darling Ingredients Belgium advises you to carefully review all of the sections that appear below.

### What types of data does Darling Ingredients Belgium collect through the Website?

By visiting the Website, you are providing Darling Ingredients Belgium with non-identifiable, personal data that is automatically collected to ensure the proper functioning of the Website. This data will also be used to update and improve the content of the Website.

The automatic collection of non-identifiable data is done through the use of “cookies”. Cookies are small text files that are placed on your device each time you visit a website. A cookie is sent by a company’s web server to a user’s web browser in order to enable the server to collect information back from the browser.

When you provide Darling Ingredients Belgium with your personal data to use our service, we use your data with the sole purpose of providing you with our services. This means that the goal of processing this data, is directly related to the assignment or task that you request from us. We do not use this data for marketing purposes Darling Ingredients Belgium will ask you for your explicit consent, when Darling Ingredients Belgium wants to use your personal information for other purposes than providing services to you. Darling Ingredients Belgium will share your personal data within its own organization in accordance with its given purpose.

Darling Ingredients Belgium does not share any of the personal data you provide to Darling Ingredients Belgium with any unauthorized third party, other than to fulfill the requested service. Darling Ingredients Belgium will only share your personal data without your consent, whenever it is legally obligated to do so, for instance in order to comply with a law, regulation, judicial or court order, or any other valid legal obligation.

If the purpose for which you have provided your personal data requires transfer of your personal data outside of the European Economic Area (“EEA”) to a country which provides a different level of privacy and protection of data, Darling Ingredients Belgium will make sure that it has arranged the same level of organizational and technical protection and privacy as within the EEA.

Cookies generally process your IP-address but they do not save your personal information. If you do not want to have cookies stored on your computer or want to remove cookies that have already been stored, you can arrange this via your browser settings. Please note that if you set your browser to reject all cookies, you will not be able to use all of the features and functionality of the Websites.

Darling Ingredients Belgium uses three types of cookies on its Websites:

### 1. Functional cookies

These cookies may store your browser name, the type of computer and technical information about your means of connection to our Websites, such as the operating system and the Internet Service Providers utilized and other similar information. This information is used to technically facilitate the navigation and use of the Websites. In addition, functional cookies may be used to store personal settings, such as language, or to remember your information for next visits if so requested.

### 2. Analytics cookies

The Websites also use analytics cookies to measure the number of visits and the parts of the Websites that are the most popular among the Website visitors as well as for benchmarking purposes. This information is used to provide aggregated and statistical information on the use of the Websites and is used to improve the contents of the Websites and to enhance your user experience. In order to ensure that analytics cookies are used in a privacy friendly manner, the last three digits of your IP-address are removed and the standard setting to share data with the analytics cookies is disabled.

### 3. Third-party website cookies

The Websites may provide hyperlinks to, and contain cookies from third-party websites, which may include social media sites like Facebook and Twitter. Darling Ingredients Belgium is not, and will not be, responsible or liable for the privacy practices of any website that we do not operate. This Policy does not apply to the use of such third-party websites. When placed on your computer, cookies from these third-party websites may automatically activate handy extras (for example, a Facebook 'like' button, or a Twitter messaging option). These third-party website cookies inform the Websites when you are logged into social media, and they also enable you to share parts of the Websites on social media. If you share content from the Websites via any social media website, your personal data will be visible to those visiting your personal pages on such websites. Darling Ingredients Belgium is not, and will not be, responsible or liable for any processing of your personal data via any third-party website's cookies. Please refer to the privacy and cookie policies of the relevant third-party website(s) for information on their personal data policies and their use of cookies.

Please note that the Websites are general audience websites and Darling Ingredients Belgium does not knowingly or intentionally collect personal identifiable information from persons under 16 years of age. If and when we become aware that someone under the age of 16 has provided personal identifiable information to us without the necessary consent of his/her legal representative, we will use reasonable endeavors to remove this personal identifiable information from our computer and operating systems.

### **Processing and security of collected personal data**

Your personal data's privacy and data security is one of our primary concerns and any personal data that you provide is handled with the utmost care.

Darling Ingredients Belgium observes a strict duty of confidentiality about your personal data. Darling Ingredients Belgium has taken appropriate technical and organizational security measures, such as firewalls, anti-virus software, 2-factor authentication, intrusion prevention systems, strong encryption, and data loss prevention systems, in order to help to ensure the security, integrity and privacy of all personal data collected, and to protect your personal data against loss, misuse, alteration and/or destruction. Although Darling Ingredients Belgium exercises reasonable care in providing secure transmission of information between your equipment and our systems, due to the inherent insecurity of the Internet we cannot ensure or warrant the security of any information transmitted to us over the Internet.

Darling Ingredients Belgium urges you to take every precaution you deem necessary to protect your personal data while using the Internet.

If Darling Ingredients Belgium becomes aware of any incident that is likely to have other negative consequences for your privacy, we will notify you, in accordance with applicable law, using the address information that you previously provided. It is your responsibility to make sure that any personal data you provide to Darling Ingredients Belgium is accurate and correct.

Some parts of the Websites are password protected. You are responsible for maintaining the confidentiality of your username and password. You will be solely responsible for activities of anyone using your username and the password assigned to you, even when this person is not authorized by you to do so. Please change your password regularly to mitigate the risk of unauthorized use.

### **Retention**

We retain personal data only for as long as it is necessary to meet the purposes for which that information was collected. We are required to keep invoices and accounting records with your (personal) information due to relevant legal and administrative obligations. This information is safely stored for as long as the relevant term for these obligations has not yet passed. Once the information is no longer needed for the purposes for which it was collected, we ensure that the data is either anonymized or securely destroyed.

### **Your rights**

Darling Ingredients Belgium will keep data about you as accurate as possible. You have the right to access, right of rectification, right to withdraw consent (if applicable), right to object, right to erase, right to limit the use and right of transfer your personal data provided by you to Darling Ingredients Belgium under certain circumstances. If you wish to exercise one of these rights, please send your request via e-mail to [privacy@darlingii.com](mailto:privacy@darlingii.com). Darling Ingredients Belgium may ask you for additional information to verify your identity. Darling Ingredients Belgium may limit or deny your request if the law permits or requires us to do so or if we are unable to verify your identity. Darling ingredients Belgium's response to your request will be handled in accordance with all applicable company retention policies.

### **Amendment of this Policy**

This Policy is effective as of December 10, 2020. Darling Ingredients Belgium reserves the right to add to, update or otherwise modify this Policy without further notice. Changes and modifications to this Policy will have immediate effect. Darling Ingredients Belgium recommends that you consult this Policy every time you use the Website for any changes.