

BRF CANDIDATE DATA PROTECTION NOTICE

1. INTRODUCTION

BRF (“BRF”, “we”, “us” and “our”) is committed to protecting your privacy. This Notice explains how we collect, use and share personal data relating to those individuals who apply to work at BRF in any capacity, whether directly or indirectly (for example, via a recruitment agency).

We may change this privacy notice from time to time. Whenever we make material changes to it, we will post a link to the revised notice on our website. The date at the end of the notice will reflect when it was last updated.

If you have any questions, feel free to get in touch via one of the methods set out in the [“Contact us”](#) section below.

2. WHAT PERSONAL DATA DO WE COLLECT ABOUT YOU?

Over the course of your application to work at BRF, BRF will process personal data about you. This personal data may include:

- personal data that you provide to us during the recruitment process (e.g. job application/cover letter, resume/CV, certificates, correspondence);
- data about your qualifications and activities from recruitment agencies, recruitment websites and publicly available data sources (websites, directories, professional social networks), which we have lawfully collected during the application process, this includes details on your current and past employment and other background information;
- data that arise in connection with the applicant management, including records generated when you engage with HR;
- correspondence with candidates and the related appointment and interview management, including interview notes.

3. HOW DO WE OBTAIN YOUR PERSONAL DATA?

We collect the personal data that you provide to us during the course of BRF’s recruitment process for example through material submitted as part of your application, including via a recruitment website such as [karriere.at](#), or when you engage with HR directly. We may also receive information about you from recruitment agencies, websites, directories and publicly available sources. We combine information we have about you from various sources, including the data that you have provided to us.

4. HOW DO WE USE YOUR PERSONAL DATA?

We collect and process this data in order to process your application for the position for which you have applied. In particular, we use your personal data for the following **purposes**:

- **recruitment:** to manage the BRF recruitment application process and to enter into an employment or other working relationship with you if your application is successful;

- **communications and emergencies:** to facilitate communication with candidates, to protect the health and safety of candidates, existing BRF personnel and others and to facilitate communication in an emergency;
- **compliance:** to comply with legal, regulatory and other requirements, for the purposes of record-keeping and reporting obligations, to conduct audits and risk management business process monitoring reviews, to comply with government inspections and other requests from government or other public authorities, to respond to legal processes such as subpoenas, pursuing legal rights and remedies, defending litigation and managing any complaints or claims, to comply with internal policies and procedures and to comply with local employment law obligations. In particular, to comply with sanctions, anti-money laundering, bribery, ultimate beneficial owners' laws worldwide, as well as securities regulations in the US and Brazil.

We do not use automated decision-making, including profiling (e.g. automatically generated rankings of the applicants).

5. ON WHAT BASIS DO WE USE YOUR PERSONAL DATA?

We use your personal data on the following basis:

- We use your data to enable us to take steps prior to entering into an employment relationship with you (pre-contractual relationship, Article 6 (1) b GDPR). Please note that we can only process your application if we are provided with the necessary data.
- We use your personal data also on the basis of our legitimate interests (Article 6 (1) f GDPR), being the purposes set out in the "How do we use your personal data?" section above.
- We use your personal data based on legal obligations imposed on us in EU law or local national law (Article 6 (1) c GDPR).
- If you have agreed that your application should be kept on file for other suitable positions, this further processing of your data is based on your consent (Article 6 (1) a GDPR). Candidates may revoke their consent at any time.

6. WITH WHOM DO WE SHARE YOUR PERSONAL DATA?

Due to the nature of our business, we need to be able to share your personal data across the BRF group. This means that we may share certain of your personal data with:

- members of the BRF group of companies;
- your interviewer and others in your prospective management team; and
- personnel and other functions throughout BRF including HR, Legal and IT.

We may also need to make your personal data available to other parties if this is necessary in individual cases, such as:

- legal and regulatory authorities including but not limited to tax authorities, labour inspectorate representative bodies and social insurance providers;
- accountants, auditors, employment and immigration lawyers and other outside professional employment- and immigration-related advisors; and
- companies that provide products and services to BRF used as part of the recruitment process (such as human resources services, IT systems, service and software suppliers and compli-

ance specialists for due diligence purposes, including as regards sanctions and anti-money laundering, and other third parties engaged to assist BRF in carrying out business activities).

7. TRANSFERS OF YOUR PERSONAL DATA OUTSIDE OF YOUR HOME COUNTRY

Your personal data may be processed by BRF, its affiliated companies and those other parties described above, outside the European Economic Area, in Brazil, the United Arab Emirates, South Africa, Singapore or Turkey. The European Commission has not issued an adequacy decision in relation to these jurisdictions. We have ensured, however, that there are adequate mechanisms in place to protect your personal data in accordance with applicable data protection and privacy law through use of intra-group data transfer agreements implementing standard data protection clauses. You can find more information about data transfer agreements [here](#) and can receive further information about the data transfer agreements that concern your personal data by contacting gdpr@brf.com.

8. PROTECTING YOUR PERSONAL DATA

We adopt a variety of internal information security measures to keep your personal data safe, including to protect it from unauthorized access, use, disclosure, alteration or distribution. In addition, our IT providers have adopted high information security standards, and our IT Information Security team follow ISO 27001, CoBIT and ITIL. Where BRF retains a third-party service provider, that provider will be carefully selected in accordance with BRF's policies and procedures and will use appropriate safeguards in relation to the handling of your personal data.

9. HOW LONG WILL WE KEEP YOUR PERSONAL DATA?

Your data will be deleted at the latest 7 months after filling the position. If you have agreed that your application should also be kept on file for other suitable positions, we will store your personal data until revoked, but for a maximum period of 3 years. In addition, we may, in individual cases, retain your personal data for the purposes of documentation, as long as legal claims can be asserted in connection with your application or where we need to do so in connection with on-going legal action or an investigation involving BRF. If you become an employee of BRF your personal data will be retained in accordance with our Employee Privacy Notice.

10. WHAT ARE YOUR RIGHTS IN RELATION TO THIS PROCESSING?

You have the following rights in relation to our processing of your personal data:

Right to withdraw consent	Whenever we process your personal data based on your consent, you have the right to withdraw your consent at any time. However, this does not affect the lawfulness of the processing up until the time of the withdrawal.
Right of access	You have the right to request and obtain information on the categories of personal data we process in relation to you, the processing purposes, the storage period and the recipients of this data. There are a few exemptions to this right. If such an exemption applies, you may not receive all the data we process.
Right to rectification and erasure	In case we process data relating to you that are incorrect or incomplete, you have the right to request that this data be rectified or completed. You also have the right to request that data relating to you be deleted. The right to erasure only applies in certain circumstances, e.g. the data

have been processed unlawfully.

Right to restrict processing	If it is unclear whether the processed data relating to you are incorrect or incomplete or whether they are or have been processed unlawfully, you have the right to request the restriction of the processing of your data until such time as this issue is clarified.
Right to object	Even if the data relating to you are correct and complete and are processed by us lawfully, you have the right to object to the processing of these data for reasons relating to your particular situation. This right only applies when the processing of your data is based on the performance of a task carried out in the public interest or on legitimate interests pursued by us or a third party.
Right to data portability	When we process personal data that you have provided to us, you have the right to receive this data in a machine-readable format. You may also instruct us to transmit this data directly to a third party of your choice, provided this is technically feasible. This right only applies if the processing is based on your consent or the performance of a contract with you and the processing is carried out by automated means.
Right to lodge a complaint	While we make every effort to ensure the security and integrity of your personal data, differences of opinion about the way we use your data may still arise. If you are of the opinion that we are using your data in an unlawful manner, you have the right to lodge a complaint with your local supervisory authority. However, we kindly ask you to contact us directly in this case so that we can address your concerns accordingly.

If you would more information about your rights, to exercise these rights, or if you have any concerns about BRF's processing of your personal data please e-mail gdpr@brf.com or contact the HR team dealing with your application. If you choose to exercise your rights, we will respond in accordance with, and to the extent required by, our legal obligations.

Where you are given the option to share your personal data with us, you can always choose not to do so. If you object to the processing of your personal data, BRF will respect that choice in accordance with its legal obligations. This could mean that we are unable to perform the actions necessary to achieve the purposes of processing described above.

11. CONTACT US

If you have questions about the processing of your personal data, or need additional information, please contact the HR team dealing with your application or email gdpr@brf.com.

12. DATA CONTROLLER

BRF S.A., BRF GmbH, BRF Global GmbH and the local BRF company which you have applied to work for are the Controllers of your personal data and may also act as Joint Controllers. To identify the entity you have applied to work for, please contact the HR team dealing with your application or email gdpr@brf.com for confirmation.