

Alamo Group Agriculture France – Recruitment Privacy Notice

This notice informs job applicants of Alamo Group Agriculture France (“**Applicants**”) and all of its subsidiaries how we process your personal data, when you apply for a role or vacancy with Alamo Group Agriculture France. For the purposes of European data protection laws, Alamo Group Agriculture France is the data controller of Applicant personal data.

Data That May Be Collected We may collect personal data regarding applicants including,

1. contact information (e.g., name, home and business address, phone numbers, email addresses);
2. demographic information (e.g., date of birth, nationality);
3. employment and education history (including internal and external employment history, qualifications, references and organizational data such as department, work location, job title and seniority); and
4. any other information which may be voluntarily disclosed by the Applicant as part of the application process.

Use of Applicant Personal Data. We process your personal data based on the legitimate interests of Alamo Group Agriculture France to consider an Applicant for a role or vacancy in line with our recruitment process. You have a right to object to us processing your personal data where that processing is carried out for our legitimate interest.

In the event that we make an offer of employment and you, (the Applicant) accepts, your personal data will be held and processed by Alamo Group Agriculture France to fulfil our legal and contractual obligations and for the performance of the employment relationship.

Disclosure to Third Parties. We may disclose some of your personal data to recipients as required or permitted by law, to comply with a legal process or government request, or to protect Alamo Group Agriculture France rights and property.

Transfer of Personal Data Outside the EEA. In limited instances, we may transfer personal data to Alamo Inc (located outside of the European Economic Area (**EEA**) in the United States, which is considered by the European Commission to have adequacy status specifically for commercial organisations participating in the EU-US Data Privacy Framework. International transfers of personal data will only take place with appropriate safeguards in place, and we will take all necessary steps to ensure the safety of Applicants’ personal data in accordance with applicable data protection laws.

Rights of Applicants. Under applicable European data protection laws, Applicants have a right to:

1. request confirmation of whether Alamo Group Agriculture France is processing their personal data, and if so access to personal data processed
2. rectify and incorrect personal data;
3. erasure of personal data, in specific circumstances
4. restrict the use of personal data
5. object to the use of their personal data, and
6. request a copy of their personal data to be provided to them, or a third party, in a digital format.

Applicants also have the right to lodge a complaint about the processing of their personal data with their local data protection authority.

Security and Retention. Alamo Group Agriculture France will take steps to protect Applicants’ personal data against loss or theft, as well as from unauthorized access, disclosure, copying, use or modification, regardless of the format in which it is held. Alamo Group Agriculture France retains information for six months from the last point of contact. We hold this information to support our legal and regulatory requirements. If you object to this retention, please contact us via our details below.

Contact Details: If you have any enquiries, requests or concerns regarding this Notice or relating to the processing of Applicant personal data, please contact dco@alamofr.com. You also have the right to lodge a complaint about the processing of your personal data with your local data protection authority. In France, this is the Commission Nationale de l’Informatique et des Libertés, www.cnil.fr