

Effective Date: May 2024

Notice at Collection

Please be aware that in connection with your job application to INX International Ink Co., we will collect and process your personal information, including identifying information about you; sensitive personal information and protected characteristics; professional or work-related information; and other inferences about you. We may also collect personal information about your references or other third parties, including recruiters, whom you have identified for the purposes of assessing your application.

Your personal information is collected for the purposes of communicating with you, verifying your professional skills and accomplishments, evaluating your abilities against the requirements of the job to which you have applied, and for other legal, regulatory, and reporting obligations. Where appropriate, we may also use any personal information collected during the job application process as part of the initial onboarding process, should you be selected for the position.

Please be advised that your personal information may be shared with our trusted third-party service providers for purposes of communicating with you, scheduling interviews, assessing your ability to perform the job to which you have applied, and/or providing background investigations. Where necessary, we will obtain your consent prior to sharing your personal information.

We will retain your personal information until the initial purpose of its collection and use has been satisfied, as fully set forth in our Job Applicant Privacy Policy.

For a full explanation of your rights pertaining to the personal information we collect, please review our Job Applicant Privacy Policy below or contact our Recruiting Team at Recruiter@inxintl.com.

Job Applicant Privacy Policy

Effective Date: May 2024

Scope of Privacy Policy. INX International Ink Co., maintains and processes a wide range of information related to the individuals who apply for jobs with us. This Privacy Policy explains what categories of personal information we collect from or about our job applicants. This Privacy Policy also explains the purposes for which we use the personal information collected.

Collection of Personal Information. We collect a variety of personal information about you, when you apply for a job with us. Much of the information we collect will be provided by you, but some information may come from other sources, such as previous work references, recruiters, background investigators, your social media presence, and/or judicial, or governmental authorities. We will collect the following categories of personal information about you:

Category of Personal Information Collected	Types of Personal Information Collected	Source of Personal Information	Business Purpose for Collection of Personal Information
Identifiers	Your name (including any nickname or alias you have used), postal address, telephone number, mobile number, e-mail address, account name, or other similar identifiers.	Directly from you, your job application.	Identification and evaluation, communications, security, legal issues/compliance.
Sensitive Personal Information	Social Security number, driver's license or identification number, passport number, racial or ethnic origin, or union membership.	Directly from you, your job application.	Identification and evaluation, communications, security, legal issues/compliance, including government request.
Protected Characteristics under California or Federal Law	Sex (including gender, gender identity, gender expression), age, medical condition, physical or mental disability, veteran or military status.	Directly from you, your job application.	Identification and evaluation, communications, security, legal issues/compliance, including government request.
For our job applicants online: Internet or other electronic network activity information	Browsing history, search history, and information regarding your interactions with our website and the job application.	Cookies, online tracking technologies.	Improvement of our website and job applications.

Category of Personal Information Collected	Types of Personal Information Collected	Source of Personal Information	Business Purpose for Collection of Personal Information
Professional or Work-Related Information	Education, work history, information on your resume, CV, or bio, awards, certifications, recognitions, professional licenses, current or past job history or performance, conduct, performance evaluations	Directly from you, your job application, past employers, background investigations, references.	Hiring evaluation and advancement, investigations, discipline, legal issues/compliance
Education Information	Schools attended, degrees conferred, graduation dates	Directly from you, your job application, background investigations, references.	Hiring evaluation and advancement
Inferences Drawn from other Personal Information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	Directly from you, your job application, past employers, references.	Evaluation and advancement, legal issues/compliance

Purposes for Collection of Personal Information. As outlined in the table above, we collect your personal information for a variety of purposes including communicating with you, our legal and regulatory compliance requirements, evaluation of your skills and capabilities in alignment with the job requirements.

Sharing Your Personal Information. We do not sell your personal information, however, we may share certain personal information about you with our service providers such as those that provide background investigations and other hiring services, and other business functions on our behalf as well as those service providers and contractors that provide our operational support to our business, such as information technology services, security services and professional services. We may also share your personal information with our affiliates, and business partners and/or our customers as part of the provision of our services and determining your fit within the business.

Security of Your Personal Information. We have implemented reasonable administrative, technical and physical safeguards to ensure the privacy and security of your personal information. Only those employees and/or service providers with a need to know your personal information will have access to it and we will only keep your personal information in accordance with applicable laws.

Your Privacy Rights. California residents have certain choices and rights with respect to their personal information.

Your Right to Know: California residents have the right to request that we disclose the following information to you about our collection and use of your personal information over the past twelve (12) months. We will disclose to you:

- The categories of personal information we have collected about you.

- The categories of sources for the personal information we have collected about you.
- The specific pieces of personal information we have collected about you.
- Our business or commercial purpose for collecting or selling your personal information.
- The categories of third parties to whom we have shared your personal information, if any, and the categories of personal information that we have shared with each third-party recipient.

Your Right to Opt-Out of Sale or Sharing of Personal Information: California residents have the right to opt-out of the sale of their personal information and the sharing of their personal information for the purposes of cross-context behavioral advertising or profiling. We do not sell the personal information of our job applicants nor do we share job applicant personal information for the purposes of cross-context behavioral advertising or profiling.

Your Right to Limit Use of Sensitive Personal Information: California residents have the right to request that we limit our use of any sensitive personal information to those uses which are necessary to perform our evaluation of your application or for other specifically-enumerated business purposes under applicable data protection laws.

Your Right to Delete: California residents have the right to request that we delete any of the personal information collected from you and retained by us, subject to certain exceptions. We may ask you to provide certain information to identify yourself so that we may compare it with our records in order to verify your request. Once your request is verified and we have determined that we are required to delete the requested personal information, we will do so, and direct our third-party service providers to delete your personal information from their records as well. Your request to delete personal information that we have collected may be denied if we conclude it is necessary for us to retain such personal information under one or more of the exceptions under the applicable data protection laws.

Your Right to Correct: California residents have the right to request that we correct any inaccurate personal information we maintain about you, taking into account the nature of the personal information and the purposes for which we are processing such personal information. We will use commercially reasonable efforts to correct such inaccurate personal information about you.

Non-Discrimination: You will not receive any discriminatory treatment by us for the exercise of your privacy rights.

Verifying Your Request: Only you, or a person that you authorize to act on your behalf, may make a request related to your personal information. In the case of access, deletion, and correction of your personal information, your request must be verifiable before we can fulfill such request. Verifying your request will require you to provide sufficient information for us to reasonably verify that you are the person about whom we collected personal information or a person authorized to act on your behalf. We will only use the personal information that you have provided in a verifiable request in order to verify your request. We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority. Please note that we may charge a reasonable fee or refuse to act on a request if such request is excessive, repetitive or manifestly unfounded.

Changes to this Privacy Policy. We reserve the right to amend this Privacy Policy at our discretion at any time.

Contact Information. If you have any questions regarding this Privacy Policy, please contact PrivacyRequest@inxintl.com.