



**Privacy Statement for Handling Personal Information
for Job Candidates of Westlake Epoxy India Private Limited**

The protection of individuals' personal information is important to us. For this reason, we have developed this Privacy Statement and Consent Form for Handling Personal Information, which we ask you to read carefully and to sign to confirm your understanding and agreement. Personal information is any information that identifies a person or makes a person identifiable.

1. Who is responsible for my personal information?

As your (potential) employer, Westlake Epoxy India Private Limited, located at **Plot No. 110-0/1, Electronic City-Phase 1, Bangalore, Karnataka, 560100, India** is responsible for the treatment and security of personal information that you provide during your recruitment procedure. As you are the owner of your personal information, you also agree to keep your personal information confidential and to make reasonable efforts to protect it.

2. What kind of personal information do we collect from candidates and for what purposes do we use the information?

During the recruitment and selection processes, we will collect your name, home and/or mailing address, gender, date of birth, government identification number (if permitted under the applicable laws), citizenship, marital status, photograph, and signature, as well as your email address and telephone or mobile numbers. As a result of any applications, questionnaires, exams or interviews, we may also collect information related to your personality, abilities, skills and aptitudes, curriculum vitae or resume, educational background, past employment history, such as past positions and pay information. We may also ask you for the name, telephone number, and/or email address of person whom you designate as persons we may contact for personal or employment references.

Depending on the positions that our candidates apply for, we may also collect sensitive personal information such as health information as a result of reasonable medical exams we carry out to corroborate your current health status and skills for the desired position.

The personal information we collect is necessary to fulfil the following purposes: corroborate the information provided by the candidate; evaluate your profile, and where appropriate, put together a job offer for you; permit us to get in touch with you; allow you access to our facilities; ask for job references; carry out the necessary investigation, evaluation, and interviews during the recruitment and selection process; conform candidate files to our standard process; address the requests that you send us in relation to your personal information; notify you about substantial changes we make to this Privacy Statement; comply with any legal requirements or obligations; enforce our rights and assert defenses in case of litigation; and ensure our security, that of our information, our facilities, other candidates, employees, and other third parties.

If you are not selected for a position, we may process your personal information to consider it in future recruitment and selection processes for 12 months.

3. Will my personal information be transferred internationally and to outside persons or organizations?

In principle, we do not pass on personal data of applicants to third parties. In exceptional cases, however, it may be necessary for us to pass on your data to the following categories of recipients for the abovementioned purposes, but of course only to the extent necessary in each case for the above-mentioned purposes:

- Westlake Corporation, 2801 Post Oak Blvd., Ste. 600, Houston, TX 77056, USA

The Westlake Group, to which we belong, is a globally active company headquartered in the USA. In order to meet the needs of its customers, many of which are also international companies, the Westlake Group operates within a matrix organization and therefore requires its employees to work with colleagues, supervisors and managers across the Group at all locations. Although the position is organizationally located in Japan in accordance with the job description and/or the employment contract, the employee performs his work in a group-wide environment, which requires interaction and information exchange between different Westlake companies, in particular with the group parent company Westlake Corporation in the USA.

Westlake Epoxy India Private Limited is a subsidiary of Westlake Corporation (“Westlake”). As explained Westlake and its subsidiaries operate under a matrix organizational structure whereby employees are expected to coordinate and interact with colleagues, managers, and senior leadership in international locations for operational and other business purposes.

Westlake Epoxy India Private Limited has entered into contractual commitments with Westlake and its subsidiaries to secure your personal data in accordance with applicable law. Westlake, and Westlake’s subsidiaries are committed to maintaining stringent privacy and security practices.

4. How long will my personal information be stored?

Your personal information will be stored for the duration of the employment relationship and for a variable period after your termination of employment, depending on the legal statute of limitations of the rights for which protection the retention of the information is necessary.

If you are not selected for a position, we may process your personal information to consider it in future recruitment and selection processes for 12 months.

5. What are my rights with regard to my personal information?

You have the right to request that Westlake Epoxy India Private Limited update, change, or delete any category of personal information we have collected about you. We will take suitable measures to protect your information, and if it not possible to fulfil your request, then we will inform you of that fact and the technical or other factors affecting our ability to fulfil your request.

You have the right to exercise these rights at any time by contacting your local Human Resources representative or sending an e-mail to the following address: privacy@westlake.com