

# General Data Protection Regulation (GDPR) - HR

## General Data Protection Regulation (GDPR) - HR EMPLOYEE PRIVACY NOTICE

**Employee Privacy Notice must be communicated to all employees** (Regular, Impatriate, Apprentice and Trainee) located in the European Economic Area as soon as we collect their personal data.  
In view of transparency, notices by country give information about the generic and local collection and processing of personal data.

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### WHERE ARE THE EMPLOYEE PRIVACY NOTICES?

- **In this Gdrive**, in PDF format to be attached to the employment agreement.
  - **In YOUGrow**, available 24/7, notifications are automatically sent to employees.
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### PERSONAL DATA PROTECTION AWARENESS

Invite you to introduce the support document "**KEEPING DATA SAFE**" during the welcome session of new colleagues:

In the context of Syensqo's activities, we process the personal data of customers, suppliers, employees and all individuals with whom the Group maintains professional ties. The Syensqo group, in line with our Values, is committed to respecting personal data privacy and security requirements in all the countries in which we operate.

- **What is personal data?** Personal data is not only data directly identifying a person such as their name, but much more broadly any data that indirectly identifies a person. (slide 2)
- **How does Syensqo protect data?** Syensqo ensures the protection of personal data by design by respecting key principles relating to the purpose of data collection and data security. (slide 3)
- **And you, what can you do?** As part of your job, you need to acquire good reflexes in storing and sharing personal data to avoid any risk of data breaches. (slide 4)

Potential questions received to [DPPO@solvay.com](mailto:DPPO@solvay.com)

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