

O-I Privacy Notice

Candidate Privacy

This privacy notice (this “Privacy Notice”) describes the personal data that O-I and its affiliates (collectively, “O-I”, “we” or “us”) may collect, how we may use that information, with whom we may share this information and the choices that you can make regarding our use of such information.

Information that identifies you, or from which you are identifiable (your “personal data”) may be processed by (or on behalf of) O-I, for recruitment, employment and related purposes.

We have put in place the necessary technical and organizational measures to keep your personal data secure.

All the personal data we hold, including sensitive personal data, is stored and processed in accordance with applicable data protection laws.

The *data controller* of your personal data is the local O-I company in the country of your application.

Personal data collection

You may provide personal data (such as your name, address, email and employment information) by sending those data to us. You may also upload documents such as cover letters, CVs and references via the dedicated website. Please do not submit any personal data that are not necessary for the described purpose or any sensitive personal data (e.g., government identification numbers, health information, race, ethnicity, religion, etc) as part of your application, unless specifically requested by us to do so. We may also receive personal data about you from third-party references, credit agencies, or entities verifying work authorization and conducting and reporting on results of background checks and screening.

Purposes of processing

Your personal data may be processed for the purposes of:

- communicating with you;
- processing your application for employment;
- determining whether you would be suitable for other positions available within the O-I Group;
- creating and maintaining employment records;
- conducting equal opportunity and diversity monitoring, where permitted or required by applicable law;
- conducting background investigations, where permitted or required by applicable law;
- performing other processing activities that are required or permitted by applicable law;
- any additional purposes set out in any application forms you complete; and
- if you are successful in your application, your personal data may be processed in connection with your employment relationship with O-I, subject to the terms of your employment agreement.

O-I recruiters worldwide may be able to see your personal data that are processed in connection with your application. O-I may also engage service providers to process personal data on its behalf, including providers of recruitment services, or data hosting or processing providers.

Personal data retention

Personal data is maintained on our servers or those of our service providers (including our affiliates acting in this capacity). These servers may be located outside of your country, state and/or province of residence (including in the United States, Germany, Switzerland, and anywhere we have operations). Access to personal data is limited to personnel and service providers who require access for the purposes described in this Privacy Notice.

O-I will retain your personal data for as long as is reasonably necessary for your employment application, taking into consideration our need to answer queries and comply with legal requirements under applicable laws.

We may retain your personal data for a maximum of 12 months to be able to contact you should a suitable job opening occur in the future. If you do not wish to be considered for future employment opportunities, we will delete your personal data at your request, subject to any applicable legal requirements.

International transfers of personal data

O-I is a company that operates worldwide and we may transfer your personal data to jurisdictions other than the jurisdiction in which you are based (including the United States, Germany, Switzerland, and anywhere we have operations), but we will do so only for the purposes described in this Privacy Notice. When we transfer your personal data to other jurisdictions, we do so in accordance with the requirements of applicable law.

Your rights

You may revise or deactivate your candidate profile at any time. You may also have the following rights, subject to applicable law:

- the right to request access to, or copies of, your personal data that are processed by O-I or on O-I's behalf;
- the right to request correction of any inaccuracies in your personal data;
- the right to object, on legitimate grounds, to the processing of your personal data, or to withdraw your consent to the processing of your personal data, where applicable;
- the right to request information about the existence of, and an explanation of the logic involved in, the significance of, and any envisaged consequences of, any automated processing of your personal data that has a legal effect, or a significant effect, on you, or in some cases, where a decision is made about you based exclusively on the automated processing of your personal data;
- the right to request that your personal data are deleted;
- the right to complain about the processing of your personal data to us and/or to a Data Protection Authority.

To exercise any of these rights, please contact us as described below.

No sale of personal data

We do not sell your personal data or your sensitive personal information, nor do we share it with third parties for cross-context behavioral advertising.

Sensitive personal information

Your sensitive personal information will not be used for any additional purposes that are incompatible with the purposes listed above unless we provide you with notice of those additional purposes.

For California residents

Under the California Consumer Privacy Act, as amended by the California Privacy Rights Act (together, "CCPA"), California residents may submit requests to know, correct and/or delete personal data we have collected about you by using the California request form found at www.o-i.com/manage-personal-information-form/, or by contacting us using our Toll-Free Telephone Number at [1-877-435-2104](tel:1-877-435-2104).

You may permit an authorized agent to submit a request to know, correct or delete your personal data. If we receive a request on your behalf, we will ask that person to give us proof that you gave that person written permission to make a request for you. If that person does not provide us with written proof, we will deny their request so that we can protect your personal information.

We will respond to your request in compliance with the requirements of CCPA or other applicable law.

Verification of your identity

When you exercise the rights described in this Privacy Notice and submit a request to us, we or our partners may verify your identity by asking you to authenticate your identity via standard authentication procedures. For example, we may ask for your email address or phone number. We also may use a third-party verification provider to verify your identity.

Non-Discrimination

If you make a request under the privacy laws, we will not discriminate against you in any way.

Automated decision-making

We generally do not use automated decision-making technology. If we make use of automated decision-making technology, you will be informed through a separate privacy notice.

Questions

If you have any requests or queries concerning this Privacy Notice, your personal data, or the exercise of your rights under applicable data protection laws, please contact the local O-I company in your country of application or via the dedicated website for the employment application.

In California, please contact us using the request form or the toll-free telephone number provided in the “For California Residents” section above, as applicable.

In Canada, please contact the Canadian Privacy Officer at canada.privacy.officer@o-i.com