

## Privacy Policy – Applicants

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1. **Introduction:** This Privacy Policy – Applicants provides additional information that is specific to the use of the websites and systems the Company operates (collectively referred to as the “Site”) as it relates to the application process. The Privacy Policy – Applicants hereby incorporates the Privacy Policy – General by reference. To the extent that the Privacy Policy – General and the Privacy Policy – Applicants conflict, the Privacy Policy – Applicants supersedes the Privacy Policy – General only as it applies your use of the Site as an applicant.

2. **On what basis is my data being collected?** In addition to the information described in the Privacy Policy – General, Section 4, the Company may use the following additional information as it relates to applicants:

a. **Consent:** You consent to the Company processing your personal data as it relates to your application for employment. This means that you voluntarily consent to Ball processing any and all personal data you submit for consideration of employment. You also consent to having an employee or contractor of Ball to use this personal information to contact you to obtain additional information, perform interviews, and other application-related communications.

By submitting your application, you also consent that Ball may review your application materials to determine your eligibility and qualifications as it relates to the position to which you have applied, as well as other positions within Ball for which you may be qualified upon explicit notice from a Ball representative. If you do not wish to be considered for other positions for which you may be qualified at Ball, inform the Ball representative when they contact you.

b. **Legitimate Business Interests:** Ball also processes personal data on the basis of additional legitimate business interests in the application process. This includes providing certain personal information to government entities as required by local laws, retaining certain personal information as required by local laws, and determining the eligibility of an applicant for a position to which the applicant has applied.

3. **What data is the Company Processing?** In addition to the information described in the Privacy Policy – General, Section 5, the Company may use the following additional information as it relates to applicants:

a. **Form Submissions:** Ball uses all information provided through your submissions to determine your eligibility and qualifications for the positions for which you have applied. Ball may also use this information to contact you to obtain more information, perform interviews, or other related purposes.

b. **Children:** The Site is not intended for applicants under the age of majority except as provided by local laws. We do not knowingly solicit or collect personal information from or about children under the age of majority except through approved programs and application processes such as apprenticeships, high school co-op programs, high school and college internships, and other similar programs. Ball encourages the parents or guardians of children to

be actively engaged in a child's online activities. If you believe that Ball has collected personal information from someone who is under the applicable age of consent in your country without the proper consent, please contact Ball as listed above in Section 3 of the Privacy Policy - General.

4. **Are you sharing my personal data?**

- a. **Internal Recipients:** Certain departments within the Company receive and process personal data obtained from visitors to the Site on a "need to know" basis, particularly when their job is related to maintaining the Site, providing or updating content on the Site, or responding to inquiries made through the Site. This may include the Information Technology department, the Critical Data Protection Team, and other departments on a "need to know" basis.
- b. **External Recipients:** The Company may also transfer certain data to third parties who are contracted by Ball to perform certain Site-related administrative responsibilities. Ball does not share, sell, or lease personal data about you to third party processing for their marketing use.
- c. **Other Unique Circumstances:** It is also possible in very rare circumstances that your information may be shared in connection with, or during negotiations of, any merger, sale of company assets, consolidation or restructuring, financing, or acquisition of all or a portion of our business by or to another company. We may also share your information to a competent authority if we believe disclosure is in accordance with, or is otherwise required by, any applicable law, regulation, or legal process. This may include law enforcement officials, government authority, or other third parties as may be deemed necessary to comply with legal processes or meet national security requirements. Your information may also be shared in the event of litigation to defend the rights, property, or safety of the Company, its business partners, you, or others.
- d. **Non-Personal Data:** Information may be shared when it has been aggregated, anonymized, and or de-identified so that it cannot reasonably be used to identify you.

5. **Will my data be transferred to different countries?** Ball is a global organization headquartered in the United States of America with offices in many countries throughout the world. As a result, Ball may transfer your personal data to Ball in the United States of America, to any Ball subsidiary worldwide, or to third parties and business partners as we have described in this Privacy Policy.

Ball Corporation has taken steps to provide adequate organizational and technical safeguards to protect your personal data, including by certifying under the EU-US and Swiss-US Privacy Shield programs, as well as entering into appropriate agreements with Ball entities and external organizations. You may review more information about Ball's EU-US and Swiss-US Privacy Shield certifications by clicking [here](#).

6. **What if I click on a link to another website that isn't administered by Ball?** This Site may contain links to other sites. While we try to link only to sites that share our high standards and respect for privacy, we are not responsible for the content, security, or privacy practices employed by other

sites.

7. **How long will my data be stored?** Your personal data will be stored as permitted by local laws.
8. **What are my rights with regard to my personal data?** You have a right to request information regarding the processing of your personal data. This may include requests to correct the data, erase your data, or update your data. If you would like to submit an inquiry relating to your personal data and your rights relating thereto, please click [here](#) and select “Personal Data Inquiry” from the drop-down menu under Area of Interest.
9. **What can I do if I have concerns about the processing of my personal data?** If you have concerns about the processing activities performed by the Company, you may contact the local Data Protection Office or the local Supervisory Authority applicable to your country.
10. **What happens if I refuse to provide my personal data?** If you refuse to consent to this privacy policy, you should immediately stop using this Site. If you refuse cookies, certain features of the Site may not function properly.
11. **What websites does this notice apply to?** This notice applies to the following web sites: SuccessFactors, [www.ball.com](http://www.ball.com), [www.ballaerospace.com](http://www.ballaerospace.com), and others that may be added in the future.

**Where can I find changes to this notice?** We may update this Privacy Policy from time to time. When we do update it, we will make the updated statement available on this page. Information you provide will be governed by the Privacy Policy in effect at the time you submit the information.