

Privacy Policy – Employees

1. **Introduction:** This Privacy Policy – Employees 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 employment relationship. The Privacy Policy – Employees hereby incorporates the Privacy Policy – General by reference. To the extent that the Privacy Policy – General and the Privacy Policy – Employees conflict, the Privacy Policy – Employees 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 employees:
 - a. **Legal Obligations:** Ball is required to collect certain information to comply with government requirements such as taxation purposes, government reporting requirements, administering legally mandated leaves of absence, financial regulatory compliance required of publicly traded companies, responding to valid government orders requesting information, and other similar types of legal obligations.
 - b. **Necessary to Fulfill a Contract:** Ball processes data in order to comply with its obligations under employment contracts with employees, including the obligation to pay the employee compensation for work performed. This may include collecting information relating to the employee’s family, health, finances, professional background, criminal background, personal attributes, and other types of personal data and sensitive personal data. In addition, Ball processes data in order to comply with its obligations under employee benefit plan documents (e.g., disability benefits, retirement benefits, health benefits, and others as applicable based on region).
 - c. **Legitimate Business Reasons:** Ball also processes data for legitimate business reasons, including monitoring the workforce to ensure proper staffing levels are maintained and the business needs are met. Ball monitors physical access to its locations to ensure the safety and well-being of its employees and visitors. Ball monitors online activity to ensure proper use of business property, avoid loss of confidential business data, prevent fraud, and protect against potential breaches of online security. Ball processes data in order to comply with fiduciary obligations relating to pension funding, administration, and operation of retirement plans such as identifying efficiencies in the administration of, or mitigating financial risks to retirement plans.
 - d. **Employee Consent:** In limited circumstances, Ball may collect employee data based on the employee’s consent. This may include obtaining more detailed financial, personal, health, and other personal and sensitive personal information for purpose of voluntary employee benefits in addition to those traditionally offered from time to time. In addition, Ball may collect employee data in the event that Ball is taking photographs, video, or other similar media for marketing purposes. Employees providing voluntary consent may withdraw their consent at any

time by contacting the applicable Company data protection office as set out in the Privacy Policy – General [here](#).

e. Legal Defense: In certain circumstances your personal data will be processed as part of a legal defense.

f. Non-Personal Data: Information may be aggregated, anonymized, and or de-identified so that it cannot reasonably be used to identify you.

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 employment, promotions, demotions, compensation, and other employment related purposes. In addition, information provided through form submissions may be used to verify identity, provide responses to inquiries, conduct investigations into allegations of wrong doing, and other purposes for which you have submitted information. Ball may also use this information to contact you to obtain more information, seek clarification based on the information you have provided, or other purposes related to an employee's eligibility for, qualification for, or administration of employment and employment related benefits.

b. Employee Personal Data: Personal data and sensitive personal data is used by Ball and applicable third parties to administer the employment relationship. This personal information may include an employee's name, contact information, employment history, financial information, family information, beneficiary information, beneficiary contact information, health information, and other information necessary to administer the employment relationship and other related benefits that impact the employee and the employee's family, relatives, partners, or beneficiaries.

c. Sensitive Personal Data: Sensitive personal data may also be processed to administer the employment relationship, including but not limited to health information (e.g., employee benefit plans), sexual orientation (e.g., on a voluntary basis in regions where permitted by law), race (e.g., in limited regions where required by law), ethnic origin (e.g., in limited regions where required by law), religious or philosophical beliefs (e.g., in limited regions where required by law), and biometric data (e.g., time and attendance purposes). Ball has implemented organizational and technical measures to protect employee personal data. For more information, please contact your Critical Data Protection Team as described in Section 3 of the Privacy Policy – General [here](#).

4. **Are you sharing my personal data?** Ball may share employee personal data with internal and external recipients as further described below.

a. Internal Recipients: Certain departments within the Company receive and process personal data relating to your employment. Personal data is shared with Ball employees on a

“need to know” basis, particularly when the Ball employee’s job is related to administering certain aspects of the employment relationship. For example, People Support & Operations personnel may have access to employee data for departments, locations, or divisions for which the PS&O employee is responsible as part of their specific job duties. Ball employs rule based permissions, encryption, policies, and procedures to ensure the safety of employee data.

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. In addition, Ball may transfer personal data to third-party processors on a need-to-know basis when legally required, necessary to fulfill the Company’s obligations as part of the employment relationship, or to fulfill business obligations further to your employment. The following list of provides examples of information that may be shared to third-party processors:

- i. Applicant processing;
- ii. New hire processing;
- iii. Time and attendance processing and administration;
- iv. Payroll processing and administration;
- v. Health and welfare benefits processing and administration;
- vi. Tax authorities;
- vii. Travel and expense processing and administration;
- viii. Insurance and security providers;
- ix. Retirement processing and administration;
- x. Professional training and leadership development administration;
- xi. Governmental bodies, regulators, and labour authorities; and
- xii. Customers, vendors, and suppliers.

c. ***Other Unique Circumstances:*** It is also possible in 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 an employee refuses to provide personal data that is critical to the administration of the employment relationship or that is required under regulatory requirements, the employee may be receive notice that without that information the employment relationship may be terminated. This is particularly true where the withholding of the personal data may result in violations of legal and regulatory requirements.
11. **What websites does this notice apply to?** This notice applies to the following web sites: SuccessFactors, BallConnect, www.ball.com, www.ballaerospace.com, and others that may be added in the future.
12. **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.