



Job Applicant Privacy Notice

Inari Agriculture, Inc and any of its subsidiaries or affiliates (“Inari” “we” “us”) value and respect your privacy. This Job Applicant Privacy Notice (“Privacy Notice”) explains how Inari will collect and use the personal information you provide to us as an applicant for a role as an employee or service provider for Inari. For clarity, residents of the European Economic Area (“EEA”) are deemed to have acknowledged (rather than agreed to) this Privacy Notice. **We strongly encourage you to read this Privacy Notice in its entirety.**

When we refer to “personal data” in this Privacy Notice, we mean: information that identifies, relates to, describes, is reasonably capable of being associated with, or is linked or is reasonably linkable to an individual either alone or in combination with other information. More details about the types of personal data Inari collects from job applicants are set forth below.

What personal data does Inari collect from Job Applicants?

Information you provide to us

The Inari company you are applying to controls what personal data is collected and how it is used. In some countries, this is referred to as the “controller”.

Generally, the personal data we collect from you helps us manage the recruiting and hiring process with you, conduct Inari’s business, and comply with Inari’s legal obligations.

We may collect and use the following categories of personal data about you (some or all may apply to you):

- Identification data
- Contact information
- Demographic data
- Data regarding responses to screening questions
- Background check information
- Previous employment information
- Data pertaining to work preferences and abilities
- Resume data
- Information on certain health conditions (only where required by law)
- Job interview notes
- Assessment results
- Travel-related records
- Expense data
- Cookies data

Collecting and using your data enables Inari to administer the recruiting process, including setting up an electronic job applicant human resources file; managing your application; conducting assessments; organizing interviews, including arranging or reimbursing for your travel; providing



accommodations; processing interview feedback; on-boarding; and, where local law allows, conducting background checks and screening. We may process your personal data to meet recordkeeping and internal and external reporting responsibilities. If necessary, your data may also be used in investigations or as needed in legal proceedings.

Typically, Inari does not use your personal data for so-called “automated decision-making” related to hiring personnel. We will inform you separately if your personal data is ever made subject to automated decision-making.

Information we collect

Inari collects most of your personal data directly from you through application forms, CVs or resumes, passport or other identity documents such as your driver’s license, correspondence with you or through interviews, meetings or other assessments. Additionally, we may collect certain types of personal data about you from third parties, including, for example, from recruitment agencies.

Inari may also collect personal data about you from third parties such as former employers and employment background check providers, as permitted by applicable law. We will only collect this information once a job offer has been made to you. Before we conduct these checks, we will generally inform you that we are doing so to obtain your consent, and to let you know what information will be collected, from whom the information will be collected, and what we will do with the information. However, that is not always possible in all circumstances (for example, where informing you in advance could otherwise prejudice others).

For what purposes do we use the employment information we collect?

Where applicable law requires us to have lawful basis for processing your personal data, we only process your personal data where we have such a lawful basis to do so (e.g., necessary for the performance of a contract, to comply with a legal obligation, to pursue our legitimate interests or where we have appropriate consent).

We need to process your personal data to assess and confirm your suitability as a candidate for employment and manage the recruitment process. Inari may need to use your personal data to respond to and defend against legal claims should any arise in the context of the job application process.

In general, your personal data and employment information will be collected as part of the following recruitment stages:

- Application stage
- After extension of an offer or acceptance of an offer (e.g., additional information for background checks depending on local law)
- Once hired (e.g., for benefits payroll)

In some cases, we need to process your personal data to ensure compliance with our legal obligations. For example, we are required to check a successful applicant's eligibility to work in the country in which they are applying before employment starts. We may also be legally required to



collect information about an applicant's disability to determine whether reasonable accommodation needs to be made for that individual.

Inari also has a legitimate interest in processing personal data during the recruitment process to follow safe employment practices. For example, we may seek information about criminal convictions, sanctions and offenses where applicable law allows.

Does Inari share and disclose employment information?

Inari may share and disclose your personal data in the following limited circumstances:

- **Inari Internal Functions.** Personal data may be shared internally with other Inari internal functions, including the Inari People Team, interviewers involved in the recruitment process, managers in the business area with the vacancy, and IT staff if access to the personal data is necessary for the performance of their roles. These Inari functions are permitted to use personal data in a manner consistent with this Privacy Notice.
- **Third Party Service Providers.** Inari may share your personal data with third-party vendors, consultants, or other service providers to use the personal data pursuant to Inari's instructions and solely for the purpose and under the security measures indicated in the agreements we sign with them. These third-party vendors may be responsible for pre-employment references and background checks, criminal records checks, and financial credit checks.
- **Employment References.** Once an employment offer has been made and accepted, Inari may provide your personal data to your former employer(s) and/or other references provided for purposes of obtaining references and verifying prior employment.

How long do we retain personal data?

If your application for employment is unsuccessful, we will hold your personal data on file for up to forty-eight (48) months after the conclusion of the recruitment process in order to build a talent database for potential future recruitment activities. At the end of the applicable period, or once you withdraw your consent, your personal data will be deleted.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained in line with our Employee Privacy Notice (where applicable) and Records and Information Management Policy.

How do we protect your personal data?

Inari uses appropriate technical, organizational, and administrative security measures to protect your personal data from loss, misuse, unauthorized access, disclosure, alteration, and destruction. These security measures are designed to provide a level of security appropriate to the risk of processing your personal data.

Storage and international data transfers

The personal data that we collect from or about you may be transferred to and/or stored at a destination on our servers or our third-party servers that is different from the location where it was



collected. It may also be processed by staff who work for us or for one of our suppliers in a location different from where the data was collected. Whenever in the course of sharing information we transfer personal data to countries outside of the EEA and other regions with comprehensive data protection laws, we will ensure that the personal data is transferred in accordance with this Privacy Notice and as permitted by the applicable laws on data protection. To comply with this requirement, Inari utilizes the standard contractual clauses recommended by the relevant data privacy regulators for all international transfers of data (both internally and to third-party vendors) to provide adequate safeguards for personal data.

What rights do you have with respect to your personal data?

Depending upon the applicable data protection law in your country of residency, you may in some circumstances have the right to ask Inari (i) for information relating to the personal data about you we control and process; (ii) to correct, delete, or restrict any active processing of your personal data; and (iii) to obtain a copy of your personal data in a structured, machine-readable format.

Additionally, you can object to the processing of your personal data in some circumstances (e.g., where we don't have to process the information to meet a legitimate interest, contractual or other legal requirement). Your right to object to processing your personal data may be limited in certain circumstances (e.g., where fulfilling your request would reveal personal data about another person, or where you ask us to delete information which we are required by law to keep or have other compelling legitimate interests to keep such as for purposes of fraud prevention).

We may need to request additional information from you to verify your identity or understand the scope of your request, although you will not be required to create an account with us to submit a request or have it fulfilled.

If Inari has collected and processed your personal data with your consent, then you can withdraw your consent at any time by contacting privacy@inari.com. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal data on lawful processing grounds other than consent.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide personal data to Inari during the recruitment process. If, however, you do not provide the information, we may not be able to process your application or consider you for employment.

Amendments to this Job Applicant Privacy Notice

We reserve the right to amend this Privacy Notice from time to time as our business, laws, regulations, and industry standards evolve. We encourage you to review this Privacy Notice from time to time to stay informed. Please note that any subsequent application for employment with Inari following changes to this Privacy Notice will be subject to the revised Privacy Notice.

Other notices



This Privacy Notice is not intended to replace other notices provided by Inari in accordance with national and local laws and regulations. In the event of any conflict between this Privacy Notice and other notices required by local law, the notices required by local law will prevail. This Privacy Notice applies to the processing of personal data by or on behalf of Inari anywhere in the world.

Contact us

If you have questions or concerns about this Privacy Notice or our handling of your Applicant Information, please contact us at privacy@inari.com or:

Inari Agriculture, Inc.

Attention: Legal

US: Cambridge

One Kendall Square
Building 600/700
Suite 7-501
Cambridge, MA 02139

Belgium: Ghent

Industriepark 7A
9052 Zwijnaarde
Belgium

To exercise your data subject rights, please use our [online Data Subject Access Request Form](#). We will do our best to answer your questions and address your concerns. If you are still not satisfied, you may lodge a complaint with your national data protection supervisory authority. The European Data Protection Authorities can be found [here](#).

INARI™

Last Updated: September 2024