

# Privacy Notice for Candidates in the United States and Jamaica

We at are committed to respecting your privacy and the protection of your personal information. AllianceOne needs to use your personal information to ensure that we can meet all the requirements in relation to your application for employment with us. We also need to ensure we comply with laws and regulations, can respond to requests from supervisory authorities, handle legal claims, detect and prevent fraud, and carry out our business activities. Our Privacy Notice is provided to inform you of how AllianceOne processes your personal information and we regularly review it to ensure that it is up to date. We provide this notice to comply with the California Consumer Privacy Act of 2018 (“CCPA”) and other privacy laws. Any terms defined in the CCPA have the same meaning when used in this notice. **Please read it carefully.** For more information about our Privacy Program, please see the [Privacy Policy](#).

## Personal Information We Collect

AllianceOne uses your personal information to process your job application, comply with legal obligations, and to further our legitimate business interest in evaluating you for a position with the company.

During the job application process, AllianceOne may collect personal information from you such as, name, age, birthdate, mobile number, email address, physical address, nationality, social security number, education, employment history, and details of the person to notify in case of an emergency. We may collect personal information through a AllianceOne recruitment hub, a social media recruitment platform, chatbot, or when your resume/application is sent to AllianceOne by a recruitment entity. We may also collect your personal information through interview notes, evaluation information, online exams, recruitment tools or other forms of assessment.

We may collect personal information about you from third parties such as background check providers, previous employers, or personal references, and we will inform you of such contact as applicable.

## Personal Information We Disclose

We disclose your personal information within AllianceOne to facilitate your employment application. We may disclose your personal information to third parties such as background check providers, and we will inform you of such disclosure as applicable.

## Changes to Our Privacy Notice

We reserve the right to amend this privacy notice at our discretion and at any time. When we make changes to this privacy notice, we will notify you and/or provide a notice on our website homepage.

## Your Privacy Rights

To make a request or if you have a complaint in relation to our handling of your personal data please either use the link on our website: **allianceoneinc.com** or email us at [privacy@allianceoneinc.com](mailto:privacy@allianceoneinc.com). We will respond to your request consistent with applicable law. TP will not discriminate against you because you have made a request to exercise your privacy rights. TP does not use your Personal Information as part of a financial incentive program.

Postal Address: AllianceOne

Attn: Privacy Inquiry

4850 East St Road

Suite 300

Trevose, PA 19053