

APPLICANT PRIVACY POLICY

InfuCare Rx Inc and its subsidiaries (collectively, "InfuCare Rx") takes your personal information protection seriously and respects local data protection laws.

This Privacy Policy explains how InfuCare Rx processes your personal information during the recruitment and/or hiring process in order to progress your application, which may culminate in the entering into a contract with you. We request that you read and acknowledge this Applicant Privacy Notice.

1. What personal data will InfuCare Rx process about you?

Personal data you provide, which may include:

- your first name and last name, address, email address, phone number(s), education history, work experience, CV, resume, information about your citizenship status
- whether you have ever worked for InfuCare Rx or an InfuCare Rx business partner, whether you have any government experience and if you signed any or accepted any agreement or are otherwise subject to any restriction with your current or former employers
- criminal records information, observing the applicable laws and where an offer of employment has been made to you
- disability, ethnicity, gender, race, and religion
- whether you require any accommodations/adjustments

You will receive more information about the nature of the pre-employment verification checks before they begin.

Personal data processed during the recruitment process:

- Any cover letter or personal statement you provide
- Any references you provide, or InfuCare Rx takes up to validate the information you've provided
- Any interviewer or recruiter notes from their interactions with you or with the InfuCare Rx employee that recommended you
- If during the recruitment process you complete a video enabled assessment, we may store the video recordings of the assessment
- Any other information you give us.

Personal data processed if you receive and accept an InfuCare Rx offer of employment, such as your email address, first name, middle name, last name and InfuCare Rx employee number may be used from the date of offer acceptance.

2. For what purposes InfuCare Rx will process your personal data?

In response to your application or your interest about job positions, your information will be used by InfuCare Rx as necessary to:

- Verify your information and conduct relevant and appropriate legally permitted pre-employment and eligibility verification checks, as well as to assess your skills, qualifications, and experience
- Comply with state and federal laws, obligations, and legal requirements
- Communicate with you about InfuCare Rx events, new jobs and career opportunities and the recruitment process including any interviews
- Complete the selection process
- Conduct surveys and research activities with the objective of improving InfuCare Rx's recruiting process
- Perform analysis of our applicant pool in order to better understand who is applying to positions at InfuCare Rx and how to attract top talent

- Where legally permissible, we may ask you to voluntarily disclose your disability, ethnicity, gender, and nationality, to help InfuCare Rx with its Diversity and Inclusion programs (such as to assess the InfuCare Rx workforce, promote benefits and inclusive policies for the related population)
- Enable you to access InfuCare Rx information which may help you to become familiar with the company, understand where and how you fit into the organizational structure and assist with your integration into the culture of the workplace.

By submitting your application, you authorize InfuCare Rx to store your personal data in InfuCare Rx's recruitment tools for the secure storage of your data whilst your application is assessed and otherwise as set out above.

3. For how long will we retain your personal data?

If you are given and accept an offer of employment by InfuCare Rx, the personal information collected during your pre-employment period may become part of your employment record on InfuCare Rx's personnel records system, to be retained throughout and for a period of time after your employment with InfuCare Rx (specific periods vary by state).

If InfuCare Rx does not employ you, InfuCare Rx will retain your personal information according to the document retention policy after which your personal information will be erased from the recruitment systems.

4. With whom and why we share your personal data?

Your information may be accessed by InfuCare Rx recruiters and hiring managers of, as relevant and necessary for your application for the role you are being considered for.

In some cases, InfuCare Rx shares your personal data with third parties if legally required or allowed, to achieve the purposes informed above.

Your information may be accessed by government officials where legal reporting requirements may exist, or law enforcement agencies or private litigants in response to valid law enforcement process (warrant, subpoena, or court order).

5. Your rights

You have certain rights when it comes to handling of your personal information. You may contact us to:

- Know what type of personal information InfuCare Rx collects, uses, and shares
- Opt-out of sharing of your personal information
- Limit InfuCare Rx's use and disclosure of your sensitive personal information
- Correct inaccurate personal information
- Delete personal information you have submitted

Please be aware that depending on the circumstances, if you request us to delete or otherwise stop processing your personal information, we may not be able to proceed with your application, as it may depend on the analysis of such personal information.

If you would like to exercise any of these rights, contact us at (877) 828-3940 or send an email to corporatecompliance@infucarerx.com.

6. Declaration and confirmation:

You declare and confirm that the information you have provided as part of your application is true and complete. You must promptly update any information you have provided as and when there are changes.

You understand that any misrepresentation or deliberate omission of fact may lead to InfuCare Rx's termination of your employment or consideration for employment.

We may change this policy from time to time. We will post any changes to this policy on this page.

To view InfuCare Rx, Inc.'s general privacy policies, see the [Web Privacy Policy](#); and related to employees, see the [Employee Privacy Policy](#).