



Website policies and notices

## Privacy notices

At Nutrien we are committed to maintaining the accuracy, confidentiality and security of your personal information. Our privacy notices describe the kinds of personal information Nutrien may collect from or about you, how it's used, and how it's protected.

### Job applicant privacy notice

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Effective date: March 1, 2023

Job Applicant Privacy Notice ("Privacy Notice") describes how Nutrien Ltd. and its affiliates and subsidiaries (collectively, "Company" or "Nutrien" or "We") collect, use, share, and otherwise process information about certain identified or identifiable individuals ("Personal Information"). Personal Information is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. Specifically, this Privacy Notice applies to Personal Information that we obtain and process in relation to job applicants to assess their fit for an open position.

References to Company or Nutrien indicates that we may share Personal Information between our affiliates and subsidiaries subject to applicable laws.

Nutrien endeavors to comply with the privacy legislation within each jurisdiction in which we operate. Sometimes the privacy legislation and / or an individual's right to privacy are different from one jurisdiction to another. Practices relating to Personal Information will be guided by what is permitted or required under applicable law. Every individual within Nutrien is responsible for protecting Personal Information.

### Collection of Personal Information

We may collect Personal Information that includes but is not limited to:

- Your name, address and contact details, including email address and telephone number.
- Details of your education, qualifications, skills, experience, and employment history.

- Background screening information, where permitted and applicable (e.g., criminal and other public records and history; motor vehicle and driving records; or drug screening).
- Information about your current and desired levels of remuneration.
- Other relevant information related to a specific job opening.

As a general rule, Nutrien collects Personal Information directly from you. If not otherwise required or permitted by applicable law, where the Personal Information that we collect about you is held by a third party, we will obtain a valid legal basis, which may be your consent when required before we seek out this information from such sources.

From time to time, we may utilize the services of third parties in our business and may also receive Personal Information collected by those third parties in the course of the performance of their services for us or otherwise. Where this is the case, we will take reasonable steps to ensure such third parties have represented to us that they have the right to disclose your Personal Information to us and we will not use such Personal Information for any purpose other than the purposes described in this Privacy Notice or for the purpose communicated to you by such third party.

## Purposes for which Personal Information is used

Nutrien has a legitimate interest in processing Personal Information to manage the recruitment process and for keeping records of the process. We need to process your Personal Information to take steps at your request to assess appropriate fit for a position prior to entering into a contract with you. We may also need to process your Personal Information to enter into a contract with you. In some cases, we need to process data to ensure that we are complying with our legal obligations and to respond to or defend against legal claims.

Nutrien may process special categories of Personal Information, such as information about ethnic origin, sexual orientation or religion or belief, to monitor recruitment statistics. We may also collect information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. We process such information to carry out our obligations and exercise specific rights in relation to employment.

## Who has access to the Personal Information?

Your Personal Information may be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the information is necessary for the performance of their roles.

We may share Personal Information with third party companies and service providers, such as background check vendors or third party staffing vendors, to enable such parties to perform functions on our behalf and under our written

instructions in order to carry out the purposes identified above. They do so under a duty of confidentiality and are obliged to implement appropriate technical and organizational measures to ensure the security of data.

We may transfer Personal Information to various jurisdictions as necessary for the purposes described above, including to jurisdictions that may not provide the same level of data protection as your home country. We provide appropriate protection for cross-border transfers as required by law for international data transfers. With respect to transfers originating from the European Economic Area ("EEA"), we implement standard contractual clauses approved by the European Commission, and other appropriate solutions to address cross-border transfers as required by applicable law.

## Data security

We maintain technical and organizational measures to protect Personal Information from unauthorized access, loss, misuse, alteration, or unintentional destruction. However, no security measure can guarantee against compromise. You also have an important role in protecting your Personal Information. You should not share your username and password with anyone, and you should not re-use passwords across more than one website. If you have any reason to believe that your username or password has been compromised, please contact us as soon as practicable using the information provided in "Contact Us" section below.

## Data subject rights

Where required by applicable law, you have the right to obtain confirmation that we maintain certain Personal Information relating to you, to verify its content, origin, and accuracy, as well as the right to access, review, port, delete, or to block or withdraw consent (when your consent is legally required) to the processing of certain Personal Information (without affecting the lawfulness of us having processed based on consent before its withdrawal), by contacting us as provided in "Contact Us" section below.

Please note that we may retain certain Personal Information as required or permitted by applicable law. When requesting the exercise of any of your rights, we may request specific information from you to confirm your identity and, accordingly, verify and respond to such requests.

## How long do we retain Personal Information?

For Personal Information that we collect and process for other purposes described above, we typically retain such Personal Information for no longer than for the period necessary to fulfill the purposes outlined in this Notice and as otherwise needed to address corporate, compliance, litigation, and other legal rights and obligations.

If your application for employment is not successful and depending on laws in the jurisdiction in which the job is located, Nutrien may keep your Personal Information beyond the end of the application process for the purposes of (i) contacting you for

future job vacancies, (ii) to meet recordkeeping requirements, and (iii) for potential use in legal proceedings.

We maintain Personal Information in accordance with our Records & Information Management Policy and its associated Record Retention Schedule.

### How will we handle any changes to this Privacy Notice?

We may update this Privacy Notice from time to time as our services and privacy practices change, or as required by law. The effective date of this Privacy Notice is posted above, and we encourage you to visit our website periodically to stay informed about our privacy practices. We will post the updated version of the Privacy Notice on our website when applicable.

### Contact us

If you have questions or comments regarding this Privacy Notice or our privacy practices, please contact:

[privacy@nutrien.com](mailto:privacy@nutrien.com)

[\(403\) 225-7542](tel:4032257542) Direct or [1-877-247-4866](tel:18772474866) Toll Free

You also have the right to raise a question or concern with the relevant government data protection authority in the jurisdiction in which you reside.

