

DATA PROTECTION AND PRIVACY POLICY

At IBRATEC, we are committed to protecting and securing the personal data from all the users of the website www.ibratec.com.br, a platform used for providing information, establishing contact, and submitting CVs for selection processes in the event of job openings. We clarify that the collection and processing of information and personal data are limited to informational purposes, for answering questions, for establishing the first contact, and for providing information related to the selection of applicants for job openings.

Thus, this Data Protection and Privacy Policy, in conjunction with the Terms of Use, describes IBRATEC's commitment to handling and processing any personal data obtained through the website www.ibratec.com.br.

If, after reading this Data Protection and Privacy Policy, you still have any questions or concerns, please contact us before proceeding to complete the registration form. **By using our services, you agree to the terms of this Privacy Policy.** You should not use our services if you do not agree with this policy.

1. DATA PROTECTED BY THE GENERAL PERSONAL DATA PROTECTION LAW

The General Personal Data Protection Law 13709/2018 establishes, in Brazil, the protection of personal data and sensitive personal data of individuals, also referred to as data subjects.

According to the General Personal Data Protection Law, "personal data" is any data that makes an individual identifiable. "Sensitive personal data" is data that, by its nature, contains information that requires greater care, especially to protect against discrimination.

The General Personal Data Protection Law includes in the category of sensitive personal data information concerning race or ethnicity, religion, political views, association with trade unions or religious, philosophical, or political groups, data concerning one's health or sexual activity, as well as genetic or biometric information when concerning an individual.

2- PURPOSE AND USE OF YOUR PERSONAL DATA

IBRATEC is a company that uses its website as a channel for company information and communication. We may collect personal data under the conditions and for the purposes described below:

- 1) as a communication channel used for answering questions or guiding the activities of our internal teams, according to the expressed needs of the users;
- 2) to collect CVs from professionals who express their interest in applying for job openings at the company.

3. PERSONAL DATA FOR CONTACT PURPOSES

We may store your name, email address, and telephone number so that the IBRATEC teams can contact you with the purpose of answering your request.

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4. INCLUSION OF PERSONAL DATA IN OUR JOB CANDIDATE DATABASE

In order to have full access to all functionalities of our platform, including the submission of CVs and applications for job advertisements, the candidate must share personal information and complete a registration form. This data set making up the CV may contain the following types of personal data:

- a. Personal details and documents, and contact information;
- b. Data concerning a professional CV;
- c. Data related to diversity and inclusion;
- d. Professional profile picture;
- e. Links to the candidate's social media pages or blogs;
- f. Professional goals, also for setting up job-opening notifications;
- g. Geolocation and device identification.

When applying, you must provide only accurate and updated information, since we cannot be held responsible for verifying it. You are responsible under any circumstances, civil and/or criminal, for the accuracy and authenticity of any information included in your application.

In addition to your CV, we automatically collect and store information about your activity on the website through the use of cookies, for the purpose of improving your browsing experience (see item 11 for more details).

If you are under 18, please be sure to be supervised and to obtain the permission of your parents or guardians before applying for a job opening or writing your CV.

5. PROCESSING OF PERSONAL DATA AND SHARING WITH NEW CONTROLLERS

IBRATEC will be the controller of your personal data when entered on the website www.ibratec.com.br. Therefore, it is our responsibility to properly choose the legal bases in accordance with the purposes established in this policy, as well as to directly answer your requests regarding your rights established by the General Personal Data Protection Law.

We would also like to remind you that, in order to perform the services described in this privacy policy, your data will NOT be shared with new controllers and/or operators.

6. USE AND SHARING OF SENSITIVE PERSONAL DATA

As part of its selection process, IBRATEC allows candidates to enter personal information and data that might be regarded as sensitive, such as photos, medical certificates, disability reports, and information concerning eligibility for diversity and inclusion programs, as established by law and described in article 5, II of the General Personal Data Protection Law.

Entering this kind of information is not compulsory and it will be entirely up to the candidate.

IBRATEC guarantees that such information will never be used for other purposes and will make its best efforts to ensure this data is protected.

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7. PROTECTION OF OUR SYSTEM AND YOUR PERSONAL DATA

We use the right technologies and procedures to protect the personal data we collect and to ensure the security of our systems, in accordance with the level of risk and the service provided.

Due to the very nature of the Internet, there is a risk that malicious third parties may illegally access information stored on our systems. Should this occur, we will be liable to the extent consistent with applicable law.

The use of any device, software, or any other resource that may interfere with IBRATEC's activities and operations, whether through the website or through other systems or databases, is forbidden. If we identify any intrusion, attempted intrusion, or other activity that violates or infringes the laws of intellectual property rights and/or the provisions stipulated in this Policy and/or applicable laws, including the General Personal Data Protection Law, the responsible party will be subject to the applicable sanctions, as prescribed by law or established in this document. The responsible party shall also compensate for any damage caused.

8. FOR HOW LONG DO WE KEEP YOUR PERSONAL DATA?

IBRATEC retains your contact data in its database so we can track the history of your requests over time. This helps us to improve our services, as well as to offer you access to open job positions in selection processes, in the case you have sent us your CV.

If we notice that you have not logged in for many years and there has been no activity in your account, we may deactivate or delete your data and CV, but this will not be done as long as you maintain contact with us and your account remains active.

You may, at any time, request the deletion of your personal data and CVs in accordance with the procedures outlined in this policy, which are available on the website www.ibrattec.com.br.

9. RIGHTS ESTABLISHED BY THE GENERAL PERSONAL DATA PROTECTION LAW

We guarantee you the exercise of the rights established by the General Personal Data Protection Law, namely:

- a. **Right to be informed:** you have the right to check whether IBRATEC is processing any of your personal data.
- b. **Right of access:** you can check details of your data, as well as obtain copies of such information, through the applicant control panel.
- c. **Right of rectification:** you have full access to your CV data, being able to alter, correct, or delete any personal data that may be incomplete, inaccurate, or outdated.
- d. **Right to erasure:** you may request the anonymization or erasure of unnecessary or excessive data or data processed in noncompliance with the provisions of this Policy, observing, for this purpose, other rules of the legal system. In these cases, if there is anonymization or erasure of data that affects the active maintenance of your CV, your participation in selection processes will be compromised or rendered impossible.

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- e. **Right to information:** you may request information on with which types of companies we share your data, as well as information on the implications of opting out of the collection and processing of your personal data, whenever necessary.
- f. **Right to refuse advertising:** you may request at any time to unsubscribe from marketing communications through the link provided in the email.
- g. **Right to data portability:** you will be able to export all your CV data to PDF format.
- h. **Right to withdraw consent:** when consent is the legal basis for data processing, you may withdraw consent previously granted to us. It is important that you understand that the withdrawal will not affect the use or sharing of data prior to the request to withdraw consent.
- i. **Right to object to future processing for other legal bases:** you may request the deletion of your CV and the interruption of any other service provided by IBRATEC. However, it is important that you understand that some data may be retained for legal reasons and that the deletion may not have any effect on the controlling companies that obtained access to your CV through VAGAS before your request. It is also important to bear in mind that deactivating your CV will prevent you from participating and applying for new job openings, and this is irreversible.

You may exercise your rights under the General Personal Data Protection Law at any time by sending an email to lgpd@ibratec.com.br, free of charge.

10. THE PERSON IN CHARGE OF PROCESSING PERSONAL DATA

IBRATEC has a team of professionals dedicated to data protection and privacy. If you have any particular question that might not have been clarified in this Data Protection and Privacy Policy or found directly on the website www.ibratec.com.br, you may, as a last resort, contact the DPO at IBRATEC by sending an email to dpo@ibratec.com.br.

11. COOKIES

This website uses cookies and other similar technologies to store your browsing preferences, enable content, and gather analytic and user data. The use of these technologies is standard on websites and web platforms in general, and they consist of a small text file placed on your device or browser that enables us to identify the user and the device used, as well as to gather browsing data.

The cookies we use may perform different functions. Some are essential and required for browsing and using the resources of the IBRATEC platform. Others gather data about how you use the website and help to improve the performance of the website and your browsing experience. Lastly, functional cookies remember your choices and preferences, personalizing your experience on the website.

You may disable cookies through your browser settings, by installing plug-ins that are commercially available, or by making use of other technologies that you deem necessary.

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12. LAWFUL REQUESTS BY PUBLIC AUTHORITIES

We are required to cooperate with public authorities and third parties to ensure compliance with the law, including matters concerning the protection of industrial and intellectual property rights, fraud prevention, and the protection of personal data. In this regard, we will only disclose your personal information at the request of the competent judicial or governmental authorities in the context of investigations and proceedings conducted by them, provided that there is no obligation of confidentiality imposed by law.

13. GENERAL PROVISIONS

The use of the name IBRATEC, the domain www.ibratec.com.br (and its branches), as well as the contents of the website pages are owned by us and they are protected by law and the international intellectual property agreements. You shall not misuse or reproduce these contents, in whole or in part, unless expressly authorized.

Upon using the website, you must read, understand, and agree with this Data Protection and Privacy Policy, as specified on the form. However, this Policy works as an adhesion contract and is periodically reviewed, requiring no prior notification. Therefore, it is important that you consult the document to check if you still agree with its terms before proceeding with the navigation.

IBRATEC's Data Protection and Privacy Policy is in accordance with and shall be interpreted based on the laws in force in the Federative Republic of Brazil. In order to settle any doubts or questions related to it, the parties have elected the Court of the Judicial District of Sao Paulo, to the exclusion of any other court.

Thank you for reading.