Notice to Job Applicants

C.H. Robinson Privacy

Applicant Privacy Notice

C.H. Robinson Worldwide, Inc., and its subsidiaries (collectively, "C.H. Robinson," “we,” “us,” and/or “our”) respects your privacy and believes in transparency so that individuals applying for opportunities with us and going through our recruitment processes, (referred to in this notice as “Applicants,” “you,” and “your”) can easily understand how C.H. Robinson collects, uses, and discloses, and retains Applicant personal information.

This Applicant Privacy Notice (this “Notice”) contains what you need to know in order to make meaningful choices related to your personal information.

Updates to this Applicant Notice

C.H. Robinson reserves the right to update this Notice from time to time and as necessary to reflect our current data protection policies and practices.

Applicant Consent related to Personal Information Processing

When you create an account or otherwise provide personal information to us, you consent to the use of your personal information in alignment with this Notice, regardless of whether you have read this Notice. It is your responsibility to ensure you have read and understood this Notice. We recommend reviewing this Notice from time to time to ensure you have read and understood the most recent updates each time you apply for an opportunity with us.

How C.H. Robinson Collects your Personal Information

C.H. Robinson may collect your personal information:

- Directly from you, via your application for employment, your resume, and the account you create when applying.
- From a third-party recruitment firm, if you are applying for a contracting opportunity.
- From third parties performing activities in connection with your application or offer for employment, such as background and medical checks.
- From public sources, such as LinkedIn.

What Personal Information C.H. Robinson Collects

Depending upon where you live in the world, the personal information that C.H. Robinson collects about you may include:

Resume and Application Information	Contact Information (e.g., name, phone, email and residential address information) Educational Background Industry Certifications

	Employment History Diversity, Equity and Inclusion Information Professional Reference Contact Information Legally required information, only in certain jurisdictions, collected with your consent (e.g., political affiliation) Information you disclose in your resume
Public Information	Professional Social Media Public Profile Data (e.g., LinkedIn)
Digital Information	Browsing Information from our careers site (e.g., IP Address, Website Statistics, Browsing Preferences)
Other Information	Candidate Survey Responses Fitness to Work Certifications Results of Background Checks

How C.H. Robinson Uses Personal Information about You during our Recruitment Process

General Use

C.H. Robinson uses the personal information provided by you to evaluate your application for employment or contracting, related recruiting, reporting, and recordkeeping purposes. C.H. Robinson may also use your personal information to keep you informed about future roles we think may be of interest to you.

Artificial Intelligence ("AI") /Automated Decision-Making Tools ("ADMT")

C.H. Robinson leverages AI/ADMT to support its talent acquisition and recruitment processes by matching job requisition details to candidate applications. These tools enable efficiency in our processes at an early stage to better enable recruiter decision making and business process execution.

You ***may*** have the right to opt-out of the use of automated decision-making tools to process your personal information depending upon where you live (e.g., European Union, California) please see the section of this Notice titled "Personal Information Privacy Rights" for additional information and the ability to submit such an opt-out request.

Applicant Communications

SMS - When you submit your contact information to us, you consent to be contacted by C.H. Robinson if you opt-in to receiving SMS communications from us when you submit your application. For example, talent acquisition team members may reach out to you to discuss your application, schedule an interview with you, and/or inform you of the current process for a particular application. Additionally, these communications may include other opportunities for employment or contracting that may be relevant to you.

Email - When you apply with C.H. Robinson, we may send you emails regarding updates on your application, to ask you questions about your application, and to potentially schedule an interview with you.

Email Marketing - Depending on your location and preferences, C.H. Robinson may send you notifications about other opportunities with us that may be a match or otherwise relevant to you based upon the information you provided in your application. For example, you may receive emails regarding open positions we think may interest you and upcoming events.

How C.H. Robinson may share your personal information

C.H. Robinson does not sell personal information nor share personal information in unexpected or unlawful ways.

There may be limited instances where CHR shares personal information with a third party, such as:

- When we are legally or contractually required to do so, such as when there are regulatory requirements related to employment, or responding to a legal request;
- C.H. Robinson affiliated companies; and/or
- With third parties necessary in the handling of your application, such as a background check provider.

Personal Information Privacy Rights

We want to make sure that you feel in control of your personal information and that you know how you can change your preferences related to the collection and use of your personal information. Therefore, we offer you certain choices about what personal information we collect from you and how we use that information.

Depending on where you are located, you may also have certain rights and choices regarding your Personal Information such as right of access, request deletion, restrict or object to certain uses or processing, withdraw your consent, and/or opt out of the use of artificial intelligence to process your personal information, etc.

You can exercise your rights by submitting a request the following link: Individual Rights Request, or contact us as specified in the "How to Contact Us" section of this Notice.

Retention

If you are hired, C.H. Robinson will retain your personal information for the duration of your employment. Post-employment, we will retain your personal information for as long as legally necessary and in accordance with our internal records retention policy and schedule.

If you are not hired, C.H. Robinson will retain your personal information in alignment with our retention schedule and policy, subject to any legal obligations to retain your information, a request made for

deletion of information by an individual in an applicable jurisdiction, and/or in accordance with our internal records retention policy and schedule.

C.H. Robinson retains Applicant personal information collected from the USA, Oceania, Canada, Mexico, and South America for three years. In Europe, Brazil, and Asia, we maintain Applicant personal information for one year. Importantly, we base these retention periods from the date of your last application. This means that if an Applicant applied on January 1, 2024, and again on November 1, 2024, the retention period, absent a request for deletion, would begin on the date of the last application received.

How to Contact Us?

Questions about this Notice?

If you have questions about this Notice or would like to submit a request related to your personal information, you may contact us at:

Vice President, Global Data Privacy
C.H. Robinson Worldwide, Inc.
14701 Charlson Road, Suite 1200
Eden Prairie, MN 55347 United States
Phone: 952-683-3399
Email: privacy@chrobinson.com

Need to reach our Human Resources Talent Acquisition team?

If you need to correct or update your application, you may reach out to careers@chrobinson.com.