



Fenix Group International LLC's Data Protection Commitment to Candidates

At FENIX, our mission is to provide management consulting services to our clients by utilizing our extensive industry network to understand the pharmaceutical market. Thus, we believe that respecting and protecting personal and professional data from all individuals forming our network is a key part of delivering our professional services. We are committed to handling personal data fairly and transparently in support of our mission and in accordance with the laws and regulations that govern data protection and privacy.

In compliance with the Regulation (EU) 2016/679 of the European Parliament and of the Council of the 27th April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), Fenix Group International, LLC and its affiliates ("FENIX") are providing this statement of our privacy and data protection practices to inform you of the reasons we collect data about candidates like you and how we will respect your rights. FENIX is asking you to provide your consent so that we may collect, store, process and use certain information about you.

How We Collect Personal Data and Why We Use It

We collect data about you through interactions we have with you and your job application, as well as from public sources on the internet. We use that data for:

- Recruitment: to evaluate your application as a potential candidate to be hired by FENIX

The information we collect about you includes: first name, middle name, surname, (academic) title, specialty, work address, email address, phone number, position, education, professional trajectory and any other information you may provide within your resume and application.

We respect your electronic communications privacy preferences, so we will only contact you through the channels you provide on your resume and application.

Personal Data Sharing, Further Processing Purposes

FENIX will not disclose to any third parties your Personal Data without adequate organizational and technical measures in place in order to protect your Personal Data. Third parties FENIX might share your data with include:

- Third parties to respond to requests of government or law enforcement agencies, or where required or permitted by applicable laws, court orders, or government regulations; or
- When needed for corporate audits or to investigate or respond to a complaint or security threat.

Any affiliated entity, vendor or service provider, or other third party who has been permitted access to or to whom we transfer Personal Data is required to keep it confidential and secure, as well as to process it only for the purposes we have informed you of in this privacy statement, or for which you have explicitly consented.



International Personal Data Transfer

FENIX is an international organization with affiliates and subsidiaries worldwide. Some of these have their registered offices in, or are located in, countries not providing for the same level of data protection as the country where you reside (including in other countries that do not provide for the same level of regulatory data protection). Thus, FENIX abides by the European Commission's Standard Contractual Clauses (SCCs) as the legal grounds for transfer of any personal data. In order to protect your privacy to the highest degree, where data are transferred by or on behalf of FENIX to other countries or organizations that have not been recognized as providing regulatory protection similar to your country, FENIX contractually obliges its international entities, affiliates and service providers to comply with the applicable data protection laws and principles through standard clauses that have been approved or recognized by the relevant regulators.

Your Rights

You may contact us at any time to ask us what Personal Data we possess about you, to correct inaccurate information, to access a list of providers and their data processing locations currently used by FENIX, or to raise other concerns about how we are handling Personal Data, to opt out of or suppress certain data processing or to request deletion, restrictions or withdrawal of your explicit consent. We will honor your request in accordance with the applicable laws and regulations and in a manner consistent with FENIX's privacy commitment. In case of withdrawal, your Personal Data will be deleted from all FENIX databases, and FENIX will ensure that this Personal Data is deleted from its associated service providers, unless the Personal Data cannot be deleted where we are required to retain it by applicable laws and regulations.

You may contact us through the following ways:

- By mail: Attn: Fenix Group International, 201 Washington Street, Suite 328, Reading, PA 19601 USA
- By E-Mail: dataprivacy@fenix.group

You also have the right to lodge a complaint with the privacy or data protection regulator in your country of residence.

FENIX retains your Personal Data for a maximum of 24 months, unless a longer period is required to comply with applicable laws or you become a member of the FENIX team.

Your personal data will not be incorporated into any automated procedure or otherwise automatically processed, which could result in legal effects or otherwise significantly affect you.

Your consent is voluntary. If you do not wish to provide your consent, it will not have any disadvantages for you; however, we will not be able to store your personal contact information, and thus professional collaboration will not be possible.