

Regional Addendum

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1. Applicants Residing in Brazil (LGPD – Lei Geral de Proteção de Dados Pessoais)

If you reside in Brazil, we handle your personal data in accordance with the Lei Geral de Proteção de Dados Pessoais (“LGPD”). Please email br.dpo@hersheys.com to reach the controller of your personal data.

We process your personal data based on the lawful bases permitted under the LGPD, including consent (where required), pre-contractual measures necessity to evaluate and process your application, compliance with legal or regulatory obligations, legitimate interests (provided your fundamental rights are not overridden), and the exercise of rights in judicial, administrative, or arbitration proceedings. We may process sensitive personal data, as that term is defined under the LGPD, as part of the hiring process. We process sensitive personal data pursuant to the lawful bases permitted under the LGPD, such as when we have obtained your informed consent or when required to comply with a legal or regulatory obligation.

What Personal Information We Collect

We collect personal data about you as needed to process and consider your application for employment (as described in the Job Applicant Privacy Notice), including:

- Identification & contact details (e.g., name, address, email, phone number, nationality, passport details)
- Application and professional information (e.g., resume/CV, employment history, education, qualifications, references)
- Recruitment process information (e.g., interview notes, assessment results)
- Work eligibility information (e.g., immigration or right-to-work status)
- Sensitive personal data, where permitted and necessary to comply with legal obligations relating to employment or with your specific and informed consent (e.g., racial or ethnic origin, affiliation to trade unions, health information for accommodation, and criminal history, where required by law)

Sensitive personal data is collected only where permitted under the LGPD and with your explicit consent, unless an exception applies under applicable law.

We will retain your personal data and sensitive personal data as described in the Job Applicant Privacy Notice.

We may share your personal data with third parties as described in the Job Applicant Privacy Notice. Where we share your personal data, we ensure that the recipient processes it in accordance with the LGPD and that the sharing is necessary for one of the purposes identified in the Job Applicant Privacy Notice and this Brazil supplement. We will provide you with specific information about the shared use of your data upon request.

International Transfers

We may transfer your personal data outside Brazil, and when we do, we utilize the appropriate and permitted transfer mechanisms and apply the safeguards required under the LGPD.

Your Privacy Rights

You have rights granted by the LGPD with regards to your personal data, including confirmation of the existence of processing; access to your personal data; correction of incomplete, inaccurate, or outdated personal data; anonymization, blocking, or erasure of unnecessary or excessive personal data or personal data processed in noncompliance with the provisions of the LGPD; portability of your personal data; erasure of personal data processed based upon your consent; information on recipients of shared personal data; information on the possibility of denying consent and the consequences of such denial; and revocation of consent.

Exercising Your Rights

To exercise your rights, or if you have any questions related to your rights or the processing of your personal data, please contact us at br.dpo@hersheys.com. We will respond to your request within the timeframes established by the LGPD and the Brazilian National Data Protection Authority.

2. Applicants residing in Canada

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This Canada Applicant Privacy Notice supplements the Global Job Applicant Privacy Notice and applies to individuals who apply for employment with The Hershey Company or its Canadian affiliates, Hershey Canada (collectively, “Hershey,” “we,” “us,” or “our”), while residing in Canada. It describes how we collect, use, disclose, retain, and protect personal information during the recruitment process and provides information about your rights under applicable Canadian privacy laws, including the Personal Information Protection and Electronic Documents Act (“PIPEDA”) and, where applicable, Québec’s Law 25.

Our privacy officer is responsible for our compliance with PIPEDA and other applicable laws and for the protection of personal information under our control. Our privacy officer may be contacted at privacy@hersheys.com.

What Personal Information We Collect.

Information you provide directly, including:

- Contact details (name, address, phone number, email)

- Résumé/CV, cover letter, work history, education, qualifications
- Skills, certifications, employment eligibility
- Compensation expectations and other information necessary for the recruitment process
- Voluntary demographic data, where permitted by law

Information collected automatically or from third parties, such as:

- Background check information (where permitted by law)
- Professional references
- Information from publicly available professional profiles
- Assessment or interview results
- System or device logs if you apply through our online platform

We will retain the personal information we collect as described in the Job Applicant Privacy Notice.

Purposes for Collecting and Using Personal Information

We use your personal information for the following purposes:

- Managing and evaluating your application
- Assessing your qualifications and suitability
- Verifying your identity and immigration status in accordance with Canadian immigration requirements
- Conducting interviews and assessments
- Performing background checks (where permitted)
- Communicating with you throughout the hiring process
- Meeting legal, regulatory, and security obligations
- Maintaining records and improving our recruitment processes

Consent

We collect, use, and disclose your personal information with your knowledge and consent, except where the law permits or requires collection, use, or disclosure without consent (for example, where processing is necessary for managing the employment relationship). By submitting your application and related materials, you consent to our collection, use, and disclosure of personal information for the purposes described in the Job Applicant Privacy Notice and this Canadian supplement. In certain cases, such as background checks, processing sensitive information, or transferring information to service providers, we may seek additional consent when required by law. You may withdraw your consent at any time, but if you do, we may be unable to continue your candidacy.

Automated Decision-Making

We may use technology-assisted tools to support certain aspects of our recruitment process, as described in greater detail in the Automated Decision-Making section of our Job Applicant Privacy Notice.

Personal Information Rights

Individuals in Canada have specific rights regarding their personal information, including the right to be informed, right to access, right to rectification, right to erasure, right to withdraw consent, right to restrict processing, and right to data portability. To exercise any of your rights, contact us at privacy@hersheys.com and we will respond within 30 days of receipt.

3. Applicants residing in India

The Data Fiduciary responsible for your personal data is Hershey India, located at 2nd Floor, Schindler House, Main Street Hiranandani Gardens, Powai Mumbai, Maharashtra, 400076 India. Our Data Protection Officer may be contacted at privacy@hersheys.com

If you reside and apply for a role in India, we collect personal data that you voluntarily provide to us for recruitment purposes, such as your name, contact details, résumé or CV, education and employment history, qualifications, skills, certifications, work authorization status, and compensation expectations. During the recruitment process, we may also collect (or create) interview notes, assessment results, and professional references. Where permitted by applicable law and as necessary for the recruitment process, we may collect additional information such as background verification details or information required to provide workplace accommodation. If you apply through our digital platforms, we may collect limited technical information such as device or system logs. We may also obtain relevant personal data from third-party sources, including publicly available professional profiles, where lawful and appropriate.

We may transfer personal data out of India to the United States, as needed, unless the transfer is prohibited or other data localization requirements apply.

Consent

We may process your personal data for our legitimate uses without your explicit consent, including purposes related recruitment, hiring, and employment, as discussed in the Job Applicant Privacy Notice and this India supplement. We will obtain your explicit consent as needed before using your personal data for any purpose unrelated to those efforts. You may withdraw your consent at any time, and where our processing was based on your consent, we will cease processing your personal data and cause our Data Processors to cease processing within a reasonable period of time, unless continued processing is required or authorized under applicable law, including the Digital Personal Data Protection Act, 2023 (the “DPDPA”) and/or the Digital Personal Data Protection Rules, 2025 (the “DPDP Rules”).

Data Retention and Erasure

We will erase your personal data upon your withdraw of consent (where the processing was based upon your consent) or as soon as it is reasonable to assume that the specific purpose is no longer being served, whichever is earlier, unless retention is necessary for compliance with applicable law. We will also cause our Data Processors to erase any personal data that was made available for processing. For more information on our data retention practices and policies, see our Job Applicant Privacy Notice.

Your Rights and Grievance Redressal

Under the DPDPA, you have the right to access information about your personal data, including a summary of the personal data being processed and the processing activities we undertake, as well as access to the identities of other Data Fiduciaries and Data Processors with whom your personal data is shared; the right to correct personal data that may be inaccurate or misleading; the right to erasure of personal data, the processing of which was previously consented to; the right to withdraw consent to the processing of your personal data (as applicable); the right of grievance redressal; and the right to nominate another individual to exercise your rights on your behalf.

To exercise any of your rights or to submit a grievance, contact us at privacy@hersheys.com and we will respond to your request within the timeframe required by law. We will endeavor to resolve your grievance to the best of our abilities, but if your grievance is not resolved to your satisfaction, you may file a complaint with the Data Protection Board of India.

4. Applicants residing in Malaysia

The data controller responsible for your personal data is Hershey Malaysia Sdn.Bhd., located at No.1, Jalan Kargo 3, Persiaran SAC, 81400 Senai, Johor, Malaysia. Our Data Protection Officer can be contacted at privacy@hersheys.com.

Personal Data We Collect

In connection with your application, we may collect and process the following categories of personal data:

- Identification & contact details (e.g., name, address, email, phone number, nationality, NRIC/passport details)
- Application and professional information (e.g., resume/CV, employment history, education, qualifications, references)
- Recruitment process information (e.g., interview notes, assessment results)
- Work eligibility information (e.g., immigration or right-to-work status)
- Sensitive personal data, where permitted and necessary (e.g., health information for accommodations, criminal history, where required by law)

Sensitive personal data is collected only where permitted under the PDPA and with your explicit consent, unless an exception applies under applicable law.

Purposes of Processing

We may process your personal data for the following purposes:

- Managing and administering the recruitment and hiring process
- Assessing your suitability for the role
- Communicating with you regarding your application
- Conducting background or reference checks, where permitted
- Complying with legal, regulatory, and internal governance requirements

Legal Basis for Processing

Under the PDPA, we process your personal data based on:

- Performance of contractual steps related to recruitment, as the employer-employee relationship is treated as a commercial transaction
- Your consent

- Compliance with legal obligations
- Legitimate business purposes for recruitment, where permitted and applicable.

Consent may be withdrawn as described below, subject to legal limitations.

Disclosure of Personal Data

As described in more detail in the Job Applicant Privacy Notice, your personal data may be disclosed to:

- Internal teams involved in recruitment
- Service providers supporting recruitment activities (e.g., recruitment platforms, background check providers)
- Professional advisers or regulators, where it is required by law.

All disclosures are made in accordance with the Disclosure Principle under the PDPA.

Cross Border Transfers

Where your personal data is transferred outside Malaysia, we take reasonable steps to ensure that the recipient provides a level of protection comparable to the PDPA or that the transfer is otherwise permitted under Malaysian law (e.g., via the use of an authorized transfer mechanism and after conducting a transfer impact assessment, when required).

Data Retention

We retain applicant personal data only for as long as necessary to fulfil the purposes described above, or as required by law and our internal retention policies. Upon expiration of the applicable retention period, your data will be securely destroyed in accordance with applicable law and codes of practice.

Your Rights

Subject to the PDPA, you have the right to:

- Access and obtain a copy of your personal data
- Request correction of inaccurate, incomplete, misleading, or out of date personal data
- Withdraw consent to the processing of your personal data (which may affect our ability to continue your application)
- Prevent processing of your personal data that is likely to cause substantial damage or distress to you (or another person)
- Require us to cease processing your personal data for purposes of direct marketing
- Data portability, to transfer your data to another data controller

You may exercise these rights by contacting us at privacy@hersheys.com. Requests may be subject to statutory exceptions under the PDPA.

If you have a complaint about our handling of your personal data, you may contact our Data Protection Officer at privacy@hersheys.com. If your complaint is not resolved to your satisfaction, you may lodge a complaint with the Personal Data Protection Commissioner at the Department of Personal Data Protection.

Security of Personal Data

We implement reasonable technical and organizational measures to protect personal data against loss, misuse, modification, and unauthorized or accidental access, destruction, and disclosure, consistent with the Security Principle under the PDPA.

5. Applicants residing in Mexico

We process personal data in accordance with the Federal Law on Protection of Personal Data held by Private Parties (the “LFPDPPP”) and its regulations. The data controller responsible for your personal data is Hershey’s Mexico, S.A. de C.V, located at Calle Guadalajara El Castillo, Km. 8.05, Colonia Parque Industrial El Salto, El Salto, Jalisco (MX-JAL), 45680, Mexico. Our designated individual or team responsible for processing requests and inquiries from data owners can be contacted at privacy@hersheys.com.

We will collect and process personal data from and about you, based on your explicit or tacit consent, as needed for recruitment purposes and to consider your application for employment. You may revoke your consent to processing at any time, but please note that if you revoke your consent, we may not be able to continue your consideration for employment.

For more information on our practices regarding the personal data we collect, how we collect it, the purposes for collection and processing, duration of retention, and how and to whom we disclose personal data, please review our Job Applicant Privacy Notice.

We may transfer your personal data to our affiliated entities located in the United States, as necessary and strictly for the purposes of considering your application for employment. We will ensure that the receiving entity or entities provides the same level of protection over your personal data as Hershey’s Mexico. Where required by applicable law, we will obtain your necessary consent prior to making any such transfer.

Your Rights

You have certain rights over your personal data, including the right to access your personal data held by us, the right to rectify or update your personal data where it is inaccurate or incomplete, the right to request deletion of your personal data, and the right to object to the processing of your personal data for specific purposes (including the use in automated decision-making, as applicable). You also have the right to data portability, the right to revoke your consent to the processing of your personal data (without retroactive effect), and the right to non-discrimination for exercising any of these rights.

You or your legal representative may submit a request for access, rectification, cancellation, or objection at any time. Requests must include your name and contact information, documents establishing your identity or legal representation, a clear and precise description of the personal data with respect to which you seek to exercise your rights, and any other item or document that facilitates locating the data. For rectification requests, you must also indicate the changes to be made and provide supporting documentation.

To exercise any of your available privacy rights, contact us at privacy@hersheys.com. We will respond to your request within twenty (20) business days from the date of receipt, and if the request is granted, it will become effective within fifteen (15) business days from the date of notification.

These timeframes may be extended once by an equal period where circumstances justify such extension.

6. Applicants residing in Philippines

We process personal data in accordance with the Data Privacy Act of 2012, its Implementing Rules and Regulations, and the relevant National Privacy Commission issuances. Hershey Philippines, located at 10Th Floor 6750 Office Tower Building 6750 Ayala Avenue, Makati, Manilla, is the entity responsible for your personal data. Our Data Protection Officer for the Philippines can be contacted at privacy@hersheys.com.

We collect and process your personal information on the basis of your informed, voluntary consent. For more information on the purposes of the processing of your personal information, the scope and methods of the personal information processing (including any automated processing and profiling), the recipients or classes of recipients to whom your personal information may be disclosed, and the period of time for which your personal information will be retained, please see our Job Applicant Privacy Notice. We will only process your sensitive personal information (e.g., race, ethnic origin, marital status, age, color, health, education, government-issued identifiers, or other applicable data) with your explicit consent and only where necessary for the purposes identified in our Job Applicant Privacy Notice, this Philippines supplement, and as permitted under the Data Privacy Act.

Cross-Border Transfer

We may transfer your personal information to the United States as needed for recruitment and application processing purposes. We will ensure that adequate safeguards and transfer mechanisms are in place to protect your personal information prior to conducting any such transfer.

Your Rights

Under the Data Privacy Act, you have the right to be informed of the processing of your personal information; the right to object to the processing of your personal information; the right to access your personal information; the right to rectification of inaccurate personal information; the right to erasure or blocking of your personal information; the right to damages for any violation of your rights under the Data Privacy Act; the right to data portability; and the right to file a complaint with the National Privacy Commission. To exercise any of the rights available to you, contact us at privacy@hersheys.com.

If you have a complaint regarding our handling of your personal information, you may contact our Data Protection Officer at privacy@hersheys.com. If your complaint is not resolved to your satisfaction, you may file a complaint with the National Privacy Commission.

7. Applicants residing in South Korea – Personal Information Protection Act (PIPA)

The data handler responsible for your Personal Information can be contacted at privacy@hersheys.com

As described in greater detail in our Job Applicant Privacy Notice, we may collect information such as your name, contact details, CV, education, work experience, and any other information you voluntarily provide during the application process. We may also collect Sensitive Personal Information, as that term is defined under South Korea's Personal Information Protection Act ("PIPA").

Purposes of Processing

We collect and use your Personal Information in accordance with PIPA to review and evaluate your application, communicate with you regarding the recruitment process, and carry out hiring-related activities.

Where required under applicable law, we will obtain your consent before collecting or using your Personal Information. Any consent requested will be voluntary and provided separately from other terms.

At your request and in order to take certain steps that are necessary to enter into an employment contract, we may process Personal Information without separate consent, as permitted by applicable law and after providing proper notice.

Disclosure of Personal Information

As described in greater detail in the Job Applicant Privacy Notice, your Personal Information may be disclosed to and accessed by authorized personnel involved in recruitment and shared with trusted service providers supporting our hiring activities, subject to appropriate contractual and security safeguards.

International Transfers

Where your Personal Information is transferred outside South Korea, we take reasonable steps to ensure that the recipient provides a level of protection comparable to PIPA or that the transfer is otherwise permitted under South Korean law (e.g., with explicit consent, when necessary to perform a contract and after providing proper notice, or where the recipient has obtained a PIPC certification and implemented proper safety measures).

Retention

Your personal information will be retained only for as long as necessary to fulfill the recruitment purposes described above and in the Job Applicant Privacy Notice, or as required by law. We implement appropriate technical and organizational safeguards to protect your information from unauthorized access, use, or disclosure.

Your Rights

Under applicable law, you have the right to request access to, correction of, deletion of, or to suspend the processing of your Personal Information, the right to withdraw consent where consent is the legal basis for processing, and the right to request an explanation regarding automated

decisions. To exercise your rights, contact us at privacy@hersheys.com, and we will respond to and process your request as required by law.

Automated Decision-Making

We may use technology-assisted tools to support certain aspects of our recruitment process, as described in greater detail in the Automated Decision-Making section of our Job Applicant Privacy Notice. You will be notified before an automated decision-making tool is used to make a significant decision in the recruitment process, and you have the right request human intervention.

8. Applicants residing in Switzerland - Swiss Federal Act on Data Protection (FADP) and other applicable employment laws.

The data controller responsible for your personal data is Hershey Trading, located at Industriestrasse 24, 6300 Zug, Switzerland. Our Data Protection Officer can be contacted at privacy@hersheys.com.

As described in greater detail in our Job Applicant Privacy Notice, we may collect personal data such as your name, contact details, resume or CV, education details, employment history, qualifications, interview notes, and any other information you choose to provide. Depending on the role, we may also collect information required to verify your eligibility to work or to meet legal or regulatory obligations. This information may include sensitive data, as that term is defined by the Federal Act on Data Protection ("FADP").

Purposes for Processing

As described in our Job Applicant Privacy Notice and in line with Swiss law, we only process personal data that:

- Relates to your suitability for the position; or
- is necessary to carry out the recruitment process or prepare an employment relationship.

Processing is carried out lawfully, in good faith, and in a proportionate manner. We do not use your personal data for purposes incompatible with recruitment without a valid legal basis.

Disclosure of Your Personal Data

Your personal data may be accessed by authorized personnel involved in recruitment and shared with trusted service providers supporting hiring activities, subject to appropriate contractual and security safeguards.

International Transfers

Where personal data is transferred outside Switzerland, we ensure appropriate safeguards are in place, such as adhering to Swiss adequacy decisions, using approved contractual protections, or other approved transfer mechanisms, where permitted under applicable law.

Your Rights

Under Swiss law, you have the right to:

- Request access to and obtain a copy of your personal data, including information on the purpose of processing;
- Rectify inaccurate or incomplete personal data;

- Request erasure of your personal data;
- Request that the processing of your personal data be restricted, and/or to object to the processing;
- Data portability;
- Request information regarding the period of time for which your personal data is retained;
- Request information on the sources of personal data;
- Be informed about the existence of automated individual decision-making and the logic on which those decisions are based;
- Request information about the recipients or categories of recipients to whom your personal data is disclosed; and
- Request information regarding the destination countries to which your personal data is transferred.

To exercise your privacy rights, you may contact us at privacy@hersheys.com, and we will respond within 30 days of receipt.

Automated Decision-Making

We may use technology-assisted tools to support certain aspects of our recruitment process, as described in greater detail in the Automated-Decision Making section of our Job Applicant Privacy Notice. As listed above, Swiss residents may submit their concerns regarding an individual automated decision and may request that a natural person review the automated decision.

9. Applicants residing in United Kingdom - UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018

The data controller responsible for your personal data is Hershey UK Holding Limited. Our Data Protection Officer can be contacted at privacy@hersheys.com

We may collect personal data such as your name, contact details, resume or CV, education, employment history, qualifications, interview notes, and any other information you choose to provide. Depending on the role, we may also collect information required to verify your eligibility to work or to meet legal or regulatory obligations.

Legal Bases for Processing (Employment Specific)

We process applicant personal data pursuant to one or more of the following legal bases, as applicable:

- **Steps prior to entering a contract**
Processing necessary to assess your application and take steps at your request before entering an employment contract.
- **Legal obligation**
Processing required to comply with UK employment or regulatory laws, such as right-to-work checks, safeguarding requirements, or other statutory obligations.

- **Legitimate interests**

Processing necessary for our legitimate interests in managing recruitment, ensuring workforce integrity, and protecting our business, where those interests are not overridden by your rights and freedoms. This may include proportionate background or reference checks relevant to the role.

- **Special category and criminal offence data**

Where we process special category data (such as health information) or criminal offence data (for example, Disclosure and Barring Service (“DBS”) checks), we do so only where permitted by law and subject to additional safeguards, including reliance on an appropriate UK GDPR Article 6 lawful basis and a condition under Schedule 1 of the Data Protection Act 2018. We do not rely on consent as the primary basis for mandatory employment checks.

- **Consent (where applicable)**

In limited circumstances, we may rely on your consent, which you may withdraw at any time. Your withdrawal of consent will not affect processing activities that have already been carried out.

Data Sharing

Your personal data may be accessed by authorized personnel involved in recruitment and shared with trusted service providers supporting hiring activities, subject to appropriate contractual and security safeguards.

International Transfers

Where personal data is transferred outside the UK, we ensure appropriate safeguards are in place, such as adhering to UK adequacy decisions or approved contractual protections, where permitted under applicable law(s).

Retention

As described in greater detail in our Job Applicant Privacy Notice, we retain applicant personal data only for as long as necessary for recruitment purposes or as required by applicable law.

Your Rights

Under the UK data protection laws, you have the right to be informed about the processing of your personal data, the right to access, the right to rectification, the right to erasure, the right to restrict or object to the processing of your personal data in certain circumstances, and the right to request data portability. To exercise your privacy rights, please contact us at privacy@hersheys.com and we will respond within 30 days of receipt.

Automated Decision-Making

We may use technology-assisted tools to support certain aspects of our recruitment process, as described in greater detail in the Automated Decision-Making section of our Job Applicant Privacy Notice. In addition to the privacy rights listed above, UK residents may challenge an individual automated decision, submit their point of view regarding an individual automated decision, request human intervention and ability for data subject to challenge the decision.