

Privacy Notice and the Data Processing Protocol Index

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Data Privacy Notice

Your privacy is important to the Tronox Group of Companies (“**Tronox**”), and we are committed to protecting your personal data. Our role towards certain personal data may be that we collect certain personal data or process certain personal data that is controlled by our customers, suppliers and third parties, including prospective employees (collectively “**you**”/ “**your**” irrespective of whether you are a natural or juristic person) . Our commitments in all instances can be found in respectively the Privacy Notice and the Data Processing Protocol.

The Data Processing Protocol is applicable to any situation where we may process certain of your personal information. It sets out, among others, the principle of confidentiality, the security practices and technical and organizational measures that Tronox has put in place globally to protect your personal data.

Tronox operates with a global footprint. The fundamental principles of Data Processing and Privacy law worldwide are substantially and materially similar. Accordingly, this Data Processing Protocol and our undertakings to maintain privacy are drafted on the basis of the European data protection laws (as set out more fully in the Data Processing Protocol below) read with the data protection laws in the countries in which we operate. Where any material element differs from the European data protection laws in any of our non-European operating jurisdictions, these differences are dealt with per country and contained in the Data Processing Protocol.

Data Processing Protocol

This Data Processing Protocol (the “**Protocol**”) shall apply between any member of the Tronox Group of Companies and you, in circumstances where you are acting as a Controller or are otherwise providing information to any member of the Tronox Group.

This Protocol automatically forms part of any interaction and/or agreement in place between Tronox and you (the “**Agreement**”) irrespective of the nature of such Agreement. By entering into any Agreement you are deemed to have accepted and agreed to the Protocol.

1. Definitions

This Protocol uses terms which are defined in the Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 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, the “**GDPR**”) and the Data Protection Act 2018 (**UK GDPR**). To the extent that your jurisdiction requires additional data processing protocols and/or the collection of Personal Data beyond the scope of the GDPR or the UK GDPR, same will be applied in accordance with the local laws.

- 1.1. “**You**” shall mean any individual, company, trust, foundation, any other form of legal entity, partnership, or unincorporated business, joint-venture or other entity that (i) provides any goods or services of any kind or offers to be employed by Tronox or (ii) receives any goods, services of any kind or is offered any employment by Tronox;
- 1.2. “**Tronox**” shall mean the relevant Tronox group entity worldwide that has, or intends to conclude an Agreement with you and to whom you have supplied Personal Data; and
- 1.3. “**Personal Data**” shall mean personal data as defined in Article 4 GDPR, which Tronox processes as a Processor or Sub-Processor in the course of engaging with you.

2. Scope of the Protocol

- 2.1. Tronox shall only process the Personal Data on your instructions and in accordance with the provisions of this Protocol and associated Agreement(s). Tronox confirms that it will not process the Personal Data for its own use or any other purposes other than as provided for under this Protocol. Tronox shall immediately inform you if, in its opinion, an instruction infringes the data protection provisions of the relevant domestic legislation.
- 2.2. The GDPR and any other applicable privacy laws apply to this Protocol and anything not specifically mentioned in this Protocol shall be governed by the GDPR and any other applicable local privacy laws.

3. Confidentiality

- 3.1. Tronox, and any person authorized to process Personal Data on its behalf, receiving any Personal Data from you pursuant to any Agreement, will exercise at least the same degree of care with respect to Personal Data with which Tronox protects its own Personal Data of the same or similar nature.
- 3.2. Tronox shall ensure that persons authorized to process the Personal Data have committed themselves to confidentiality or are under an appropriate statutory obligation of confidentiality. Tronox and its employees shall not communicate the Personal Data to or put the Personal Data at the disposal of third parties without your prior written consent thereto

unless (a) it is required to do so by mandatory law or regulation or ordered to do so by a competent authority or (b) pursuant to Clause 9.

- 3.3. Tronox will only use or reproduce the your Personal Data to the extent necessary to it to fulfil its obligations.

4. Security Practices, Procedures and Technical and Organisational Measures

- 4.1. Tronox has and shall continually implement appropriate commercially reasonable, technical, physical and organisational security measures to protect Personal Data from misuse and/or accidental, unlawful and/or unauthorized destruction, loss, alteration, disclosure, acquisition and/or access and against all other unlawful forms of Processing in accordance with adequate internal instructions adopted by Tronox.
- 4.2. Tronox has and will ensure a level of security suitable (taking into account the state of the art and the costs of implementation of such security) in relation to the risks and the nature of the Personal Data to be protected to the identified risks and pursuant to applicable Data Protection Laws and, where the Processing concerns Personal Data. Where local laws prescribe specific instructions and measures to be adopted for the purposes of this clause, local laws will be applied in addition to GDPR.
- 4.3. In fulfilment of Tronox's obligation to demonstrate compliance with clause 4.1, Tronox will make available a description of its technical and organizational measures on written request made in the appropriate form in accordance with the local law. Tronox may from time to time also make, at its discretion, reference to certificates, third party audit reports or other relevant information to demonstrate its fulfilment of its compliance obligations.
- 4.4. You must provide Tronox with thirty (30) calendar days advance notice of any audit request, which may be at your expense. You may not engage in an audit which would compromise confidentiality obligations towards any other person (whether natural or juristic) that engages with Tronox, access to non-public external reports, supplier internal pricing information, Tronox confidential information and/or any internal reports prepared by Tronox's internal audit function. If you wish to nominate another auditor to undertake the audit, you shall ensure that the auditor enters into a confidentiality agreement with Tronox in such form as Tronox shall reasonably require. Any liability, indemnity and all obligations under this contract shall also remain you, even if you nominate another auditor. You warrant that any auditors are suitably qualified to undertake such an exercise.

5. Duration of processing of the Personal Data

- 5.1. Tronox will process the Personal Data for as long as it engages directly or indirectly with you and will hold the Personal Data in archive after that date to the extent necessary for legitimate business purposes or for bona fide compliance purposes.
- 5.2. You may instruct Tronox to delete or return Personal Data at the end of the period during which Tronox will cease to process such Personal Data. Tronox shall be authorized to keep a copy to the extent required for legal, regulatory or bona fide compliance purposes, as well as the exercise or defence of legal claims for as long as is legally required for such purposes. Tronox will delete such Personal Data at the end of such period.

6. Data Breach Incident

- 6.1. Tronox will comply with all local law requirements (including the reporting of any incident to the relevant local regulator) with respect to notifying you whenever Tronox becomes aware that there has been a breach of security leading to accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, Personal Data processed by Tronox in the context of this Protocol ("**Data Breach Incident**"). Tronox will investigate the Data Breach Incident, and take necessary steps to eliminate or contain the impact of the Data Breach Incident.

- 6.2. Tronox does and shall maintain written procedures which enable it to provide a response to you about a Data Breach Incident as soon as practicably possible.

7. Transfer of Personal Data

You confirm that Tronox may transfer Personal Data to its affiliates and subprocessors inside and outside the jurisdiction in which you provided the Personal Data for purposes of servicing, support, back-up or any other legitimate interest Tronox may have to transfer Personal Data in order to fulfil its obligation(s) as per the relevant engagement or Agreement(s) with you. Tronox confirms that it has established safeguards to protect Personal Data transferred to countries in which it operates worldwide and that these safeguards are, as a minimum, in accordance with the relevant Standard Contractual Clauses as approved by the European Commission. Every Tronox group company has adhered to or is bound by the Standard Contractual Clauses through an intragroup arrangement.

8. Rights of Data Subjects

- 8.1. Upon your written instruction, Tronox will cooperate:
 - 8.1.1. in providing access to Personal Data that is being processed by Tronox on your behalf;
 - 8.1.2. in deleting or correcting your Personal Data;
 - 8.1.3. demonstrating that your Personal Data has been deleted or corrected if it is incorrect, or, if you disagree with the point of view of the Data Subject, recording that the Data Subject is of the opinion that the Personal Data is incorrect;
 - 8.1.4. in restricting the processing of Personal Data as per Article 18 GDPR (or the local law equivalent);
 - 8.1.5. protecting the rights of Data Subjects to its best advantage;
 - 8.1.6. in exercising his or her right to data portability to another Data Controller pursuant to Article 20 GDPR (or the local law equivalent) and where technically feasible; and
 - 8.1.7. with you when a Data Subject exercises his or her right to object in accordance with Article 21 GDPR (or the local law equivalent).
- 8.2. Notwithstanding Clause 8.1, Tronox shall not be obligated to delete copies of Personal Data that we hold as Controller or Processor, to the extent where further processing is required in order to comply with a legal obligation to which Tronox is subject or for the establishment, exercise or defense of legal claims.
- 8.3. You, as Controller, have the responsibility to provide the Data Subject with the information necessary to ensure fair and transparent processing in respect of the Data Subject (as set out in Article 14.1 of the GDPR or any similar provision under other applicable local law). Where further processing of the Personal Data is required, for a purpose other than that for which the Personal Data were obtained, you shall provide the Data Subject prior to that further processing with information on that other purpose and with any relevant further information as referred to in Articles 13.1 and 14.2 of the GDPR or any similar provision under any other applicable local privacy laws. Tronox shall not be held responsible if it is not aware of such information not being provided to the Data Subject.
- 8.4. Tronox shall not correct, delete or restrict data to be processed on your behalf in an unauthorized manner. Should a Data Subject contact Tronox directly in this context, Tronox shall forward this request to you without undue delay.

9. Subprocessors and Contractors

- 9.1. You hereby generally authorize Tronox to use subprocessors and/or contractors (as defined and under the conditions described in Tronox's standard form agreements including without limitation procurement of goods and services, sale agreements and employment contracts) to provide support to the processing of your data.
- 9.2. Tronox shall remain primarily responsible for the performance of its obligations under this Protocol and shall ensure that its agreements with such subprocessors and/or contractors are

at least as restrictive as this Protocol. A list of the current main subprocessors and Contractors can be obtained on written request.

- 9.3. Tronox may change or add subprocessors and/or contractors from time to time, which changes shall be announced via an update on the Tronox website. You shall consult the Tronox website regularly in order to be kept informed of such changes and may, within a reasonable period of time, object to such changes.

10. Modification or amendment

Any amendment to this Protocol shall be published on the Tronox website, but shall not reduce or otherwise limit your rights.

11. Assistance to Client compliance with Articles 32 to 36 GDPR

Tronox shall assist you in ensuring compliance with its obligations pursuant to Articles 32 to 36 of GDPR (or the local law equivalent) taking into account the nature of processing and the information available to Tronox.

12. Applicable Law and Jurisdiction

This Data Processing Protocol is governed by the applicable law of the relevant engagement or Agreement and any dispute in respect of this Data Processing Protocol or execution thereof shall be submitted to the Tronox entity engaging with you and before the competent authority as defined in the relevant Agreement.

Annex 1 - Description of Processing of Personal Data

1. Subject Matter, Nature and Purpose

All processing activities (including the collection, organization and analysis of Personal Data) as are reasonably required to facilitate or support the engagement or Agreement with you.

2. Categories of Data Subjects:

The Data Subjects may include individuals that represent you, that are advising you, that are in any contractual or statutory relationship with you, or that you have collected in view of its servicing towards such individuals, or are otherwise connected to such individuals.

Most commonly the Data Subjects will include: (1) your employees, contractors or other agents and/or their family members, representatives or others connected with these individuals and (2) your past, existing or prospective clients and/or contractual counterparties, and/or their employees or other individuals connected with them, and/or their family members, representatives or others connected with them.

3. Types of personal data:

Tronox engagements with you may involve the processing of the following types of Personal Data:

- 3.1. names and contact information;
- 3.2. general demographic information (such as, but not limited to gender, age, date of birth, marital status, nationality, employment details, residence, utility bills, etc.);
- 3.3. personal identification documentation and related information such as passport numbers and employee identification numbers;
- 3.4. financial and payment data such as bank account numbers and transaction information;
- 3.5. details of shareholdings and other assets which are legally or beneficially owned by the Data Subject;
- 3.6. details of people and organisations which may be connected to the Data Subject (by family or otherwise);
- 3.7. information related to the provision of goods or services by or to the Data Subject.

Privacy Notice

This Privacy Notice sets out what personal data we collect and how we collect and use it. It also sets out the rights you have in relation to the Personal Data.

Tronox Privacy Notice

1 November 2020

About Tronox

This Privacy Notice is issued by Tronox Holdings plc and applies to it and its direct and indirect subsidiaries (“**Tronox**”), The registered address for Tronox is Laporte Road, Grimsby, Stallingborough DN402PR.

Tronox is responsible for decision-making regarding the purposes and means of data processing throughout the global Tronox organisation and is registered and domiciled in England. Therefore, Tronox lead supervisory authority is the English Information Commissioners Office.

Tronox understands that your privacy is important. Therefore, we respect and protect your right to privacy and will process your personal data in accordance with the provisions of the General Data Protection Regulation (“**GDPR**”), UK GDPR and other applicable privacy laws.

The GDPR and any other applicable privacy laws apply to this Privacy Notice and anything not specifically mentioned in this notice shall be governed by the GDPR and any other applicable privacy laws.

This Privacy Notice explains how we may use, process and store your personal data.

What kind of Personal Data does Tronox collect?

Personal data means any information relating to an identified or identifiable natural person (or to the extent applicable in local law, any juristic person). Tronox collects and processes the following types of Personal Data:

- name, address, email address, telephone number and other contact information;
- date and place of birth;
- nationality;
- gender;
- **ethnic group**
- employment details;
- marital status;
- copies of identity documents (such as passport, national ID card, driver’s license, employee identification numbers);
- source of wealth;
- utility bills, bank statements;
- tax residency;
- details of shareholdings and other assets which are legally or beneficially owned by the data subject; and
- details of people and organisations which may be connected to the data subject (family or otherwise).

Please note that the list is not exhaustive and that Tronox may also collect and process Personal data to extent this is useful or necessary for purposes of our engaging with you and irrespective of form

which such engagement takes and whether or not you are a supplier, customer, employee, prospective employee or third party.

How does Tronox collect Personal Data?

Tronox obtains and processes personal data in different ways.

- **Personal Data provided to Tronox directly**

Tronox collects personal data directly from (prospective) suppliers, customers, business partners, employees and intermediaries for the purposes of engaging with you and/or to meet certain legal requirements.

- **Personal Data obtained from third parties**

Tronox also collects and processes Personal Data from publicly accessible sources such as internet, social networks, World-Check or commercial registers. Furthermore we may receive personal data from third parties as part of the service we provide to you or to people which are connected to you (including but not limited to organisations in which you have a shareholding or by which you are employed) or in connection with legal requirements that are applicable to us.

- **How does Tronox use Personal Data?**

The majority of the Personal Data processed by Tronox is necessary for the performance of a contract to which the Data Subject is a party or to comply with the request of the Data Subject or Tronox's own audit compliance/ trade compliance policies prior to entering into a contract. Tronox also processes personal data in order to comply with our legal, financial and regulatory obligations.

Tronox may furthermore process Personal Data for the purposes of the legitimate business interests pursued by Tronox. Such legitimate interests include general research and development (including statistical research or as a basis to analyze our current security measures), administration of our business and systems, including IT, billing and invoicing systems or to develop and improve our services or to strengthen our relationship with you. We may provide you with communications or information regarding our service offering which we think will be interesting for you. When we process your Personal Data for our legitimate business interests, or where consent to process Personal Data was received, we will consider and balance any potential impact on you and your rights under the relevant data protection and any other relevant law. Whenever we process Personal Data for these purposes you have the right to object to this way of processing.

- **To whom does Tronox provide personal data?**

Tronox may disclose or transfer Personal Data collected by it to any of the Tronox group companies insofar as reasonably necessary for the purposes of our service offering or for bona fide compliance purposes as well as on the legal basis as set out in this Privacy Notice.

Except as described in this paragraph, Tronox will not disclose, transfer or sell your personal data to any third party unless you have consented to this.

Tronox may disclose or transfer personal data to subcontractors, intermediaries or external advisors for the purpose of the proper performance of the services we provide to our customers or expect to receive from our suppliers, employees or prospective employees, customers and suppliers. It may, for example, disclose or transfer such Personal Data to third party service

providers who provide administrative, computer, payment, data processing, debt collecting or other services. We enter into data processing agreements with such subcontractors to ensure that they process your data, on our behalf, with the same level of security and confidentiality as applied by Tronox to its own information. Tronox may furthermore disclose or transfer Personal Data when we received your consent to do so.

In addition Tronox may disclose or transfer Personal Data to protect its rights or those of our customers, suppliers and employees and/or to prevent fraud. Tronox may also be obliged to disclose or transfer Personal Data to competent authorities in order to comply with our legal, financial and/or regulatory obligations.

Employment Seekers

This section describes how Tronox is handling and protecting personal information about employment applications provided to Tronox through the online Tronox career website or in response to any advertisement for employment made by Tronox in any medium. This section should be read together with the rest of this Privacy Notice (except for the sections ‘What kind of personal data do we collect’ and ‘How does Intertrust use your personal data’).

Tronox processes the following types of Personal Data of employment seekers:

- Name, address, email address, telephone number and other contact information;
- Date and place of birth;
- Nationality;
- Immigration, right-to-work and residence status;
- Job-related information such as years of experience and work record;
- Educational and training information;
- Skills and competencies;
 - Name and contact details of references (please note that if you provide us with contact details of reference it is your responsibility to obtain consent from that individual before sending this information to Intertrust).
 - Any other personal information you choose to submit to Intertrust in connection with your application.
- In some jurisdictions we are additionally obliged to process information relating to your gender and ethnicity.

Tronox does not process sensitive personal data. However, if Tronox under certain circumstances does process sensitive personal data we will ask the applicants explicit prior consent. To the extent you make sensitive personal data available to Tronox, you are deemed to have consented to Tronox processing such sensitive personal data in accordance with this Privacy Notice. Tronox uses the personal data you provide in your application for the purpose of carrying out our recruitment activities. Your personal data will be used to assess if you are qualified for the position you apply to, to verify your information, to conduct reference checks, to communicate with you and to inform you of further career opportunities.

International Transfers and Data Storage

Tronox may disclose or transfer personal data to other Tronox group companies that are located in countries that are outside country in which the Personal Data was provided, in connection with the above purposes.

The Personal Data Tronox processes is stored by Tronox on our servers, and/or on the servers of the cloud-based database management services Tronox engages.

If disclosure or transfer of Personal Data is being done in a country that does not ensure an adequate level of protection of your Personal Data, Tronox will apply the level of protection applicable to its holding company .

Retention

Tronox will process and store the relevant Personal Data for the duration of our business relationship. Tronox may also store the Personal Data for as long as it is necessary or required in order to fulfill legal, contractual or statutory obligations or for the establishment, exercise or defense of legal claims, and in general where it has a legitimate interest for doing so.

Your rights

You have the following rights:

- **Access to your information**

You have the right to access the Personal Data that Tronox holds about you at any time, on written notice in the appropriate form for the relevant country.

- **Data portability**

You may ask Tronox to provide you with a copy of the Personal Data that Tronox holds about you.

- **Correction of your personal information (*the right to rectification*)**

You have the right to ask Tronox to update and correct any out-of-date or incorrect Personal Data that we would hold about you.

- **Deletion of your personal information (*the right to be forgotten*)**

You have the right to ask Tronox to delete your Personal Data, to the extent that Tronox has no legal and/or regulatory obligations to keep such Personal Data.

- **Restriction of processing of your personal information**

You have the right to ask Tronox to restrict the processing of your Personal Data if:

- ✓ You contested the accuracy of the Personal Data held by Tronox;
- ✓ The processing is lawful but you objected to the deletion of the Personal Data and request the restriction of the use instead;
- ✓ Tronox no longer needs the Personal Data for the purposes of the processing, but you require them for legal reasons;
- ✓ You objected to processing and Tronox is investigating whether there are legitimate grounds to override your objection.

- **Automatic decision making**

Tronox generally does not make decisions by purely automatic means, but if we do, you have the right to object.

- **Objections**

You have the right to object at any time to the processing of your Personal Data for any direct marketing (and related profiling) by Tronox

If you wish to exercise any of the above rights, you can contact Tronox using the below contact details.

In addition you have the right to make a complaint with the local regulatory authority with respect to the way Tronox is processing your personal data or the way Tronox is handling your rights.

Navigation and Cookies

Please note that Tronox is the Controller of Personal Data collected through the Tronox website (the “**Website**”) and the Tronox Global Compliance Portal - SpeakUp (the “**Portal**”).

Tronox collects personally-identifiable information on certain areas of the Website and Portal when users register, request publications or other information, send Tronox instructions in connection with services, sign up for conferences and events, apply for jobs, and participate in user posting areas, such as bulletin boards, discussion forums, and surveys. The personally-identifiable information collected may consist of information that you provide, such as names, mailing addresses, e-mail addresses, telephone and fax numbers, and, for recruiting purposes, any other personally-identifiable information on your resume.

The Website and the Portal also uses cookies to identify you and your interests and to track usage of the Website and Portal. Cookies are small pieces of text stored on your computer that help us know which browser you are using and where you have been on the Website and the Portal and on websites to which you may link in order to use some of our features. By accepting our cookie, you will be permitted access to certain pages of the Website and the Portal without having to log in each time you visit. A user who does not accept the cookie from the Website or Portal may not be able to access certain areas of the Website or Portal. Tronox also logs IP addresses, access history or the location of computers on the Internet, to help diagnose problems with our server, to administer the Website and the Portal and/or to prevent or remedy any security incidents. If you prefer not to accept a cookie, you can set your web browser to warn you before accepting cookies, or you can refuse all cookies by turning them off in your web browser.

How we protect personal data?

Tronox is committed to ensuring the security of your Personal Data. Tronox takes appropriate commercially reasonable, technical, physical and organisational measures to prevent unauthorised or unlawful processing of your Personal Data or accidental loss or destruction of your Personal Data. Tronox will ensure a level of security suitable to the identified risks and pursuant to the applicable local data protection laws.

Employees of Tronox are trained to handle personal data securely and with utmost respect and they will treat your Personal Data strictly confidential. Our employees are specifically authorized to access Personal Data only to the extent necessary to serve the applicable legitimate purposes for which the data are processed by Tronox and to perform their official functions.

Tronox will not divulge your information to a third party unless we have received your explicit authorisation or we are required to do so by law.

Changes to this Notice

Tronox may update this Privacy Notice from time to time. We advise you to periodically review this Privacy Notice to be informed of how Tronox is protecting your privacy.

Contact Tronox/Data Protection Officer

If you have any questions, concerns or complaints with respect to this Privacy Notice, the way Tronox is handling your privacy or you wish to exercise any of your rights please contact our

Data Protection Officers

For Tronox Holdings Plc and all UK Based Companies

The Information Officer
Laporte Road
Grimsby
Stallingborough
DN402PR
Email: Data.privacy@tronox.com

For Tronox entities the United States of America

The Information Officer
410 Park Avenue, Suite 1400
New York, NY 10022
USA
Email: Data.privacy@tronox.com

For Tronox entities in South America

Tronox Pigmentos do Brasil S.A
Rodovia Ba, 099, Km 20 – Abrantes, Camaçari
Bahia 42829-510
Brazil
Email: Data.privacy@tronox.com

For Tronox entities in Europe

The Information Officer
Tronox Pigments (Holland) BV
Prof. Gerbrandyweg 2
3197 KK Rotterdam-Botlek
Harbour 4502
The Netherlands
Email: Data.privacy@tronox.com

For South Africa

The Information Officer
252 Rose Avenue Dooringkloof
Centurion
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For the Kingdom of Saudi Arabia

Sari Street (in front of Airport Municipality)
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Jeddah 22514
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The Information Officer
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