

Data Privacy Notice

The data privacy regulations of some countries require that a person making a report containing personal data must be notified of certain collection and retention practices regarding information submitted through this system. We ask that you read the terms contained in the notice. If you do not wish to accept the terms below, we would ask that you please report this matter to your local Management, Human Resources, Internal Audit, or Law Department.

The FMC Ethics Response Line (the "Response Line") is a confidential online reporting system operated by NAVEX and provided by FMC to allow you to ask questions and to report incidents. Use of the Response Line is entirely voluntary. If your concern pertains to issues not listed, you are encouraged to report them to local management or through our other established reporting channels.

Please be aware that the information you supply about yourself, your colleagues, or any aspect of the company's operations may result in decisions that affect others. Therefore, we ask that you only provide information that, to the best of your knowledge, is correct. While you will not be sanctioned for submitting information in good faith, even if it later turns out to be incorrect, knowingly providing false or misleading information will not be tolerated. The information you submit will be treated confidentially and we encourage you to identify yourself in order for us to follow up with questions we might have.

What Information is collected? The Response Line captures the following information directly from you: your name and contact details, any question you may have, the name and title of all individuals you may be reporting, and a description of any questionable conduct, including all relevant details (collectively, the "Information").

How will the Information be used? All the information will be stored on the Response Line database hosted by NAVEX. Unless otherwise required by law, the information in the Response Line database may only be reviewed and used by FMC employees or agents who need to access the data to fulfill their job duties. These individuals may include appropriate FMC human resources, internal audit, law, or management functions and employees, or technical staff at NAVEX. Those individuals may be located in the United States. In addition, all Information you provide may be stored by FMC in the United States or another jurisdiction outside of your home country in the course of answering your question(s) or investigating the report.

FMC will evaluate the Information you provide, and may conduct appropriate investigations, and take corrective action.

Please note that because of applicable laws, individuals you identify through the Response Line may be informed about the fact that a report has been made. However, FMC will not reveal your name or identity to the individual(s). In addition, all such individuals you identify will have the right to respond to or correct Information you reported.

Any Information you submit that is not needed to answer your question or for the investigation of any incident will be deleted or archived, in accordance with FMC's Record Retention and Destruction Policy and as permitted by local law. In addition, once we have responded to your question or completed any investigation, all Information you submitted will be deleted or archived, as appropriate, and in accordance with FMC's Record Retention and Destruction Policy and as permitted by local law. FMC will implement adequate technical, organizational, and legal steps to secure the Information you provide. FMC also requires NAVEX to adequately secure your personal data with appropriate safeguards and not use it for any unauthorized purposes, and NAVEX is a participant in the EU-U.S. Data Privacy Framework, the Swiss-U.S. Data Privacy Framework, and the UK Extension to the EU-US Data Privacy Framework.