

Notice for the Processing of Personal Data to Fluor Corporation Business or Contracting Partners, Suppliers, or Other Third Parties

Fluor Corporation, and certain of its subsidiaries (“Fluor”) will collect and use information relating to you, as a Fluor business or contracting partner, supplier, or other related third party (herein, a “Third Party” or in plural, “Third Parties”) in the course of its business dealings with you or in the general course of its business. This notice provides information about Fluor, explains the applicable legal bases for processing your personal data, describes what personal data is held, where it is held, to what third parties it is transferred, for what purposes it may be used, to what categories of recipients it is transferred, for what periods it is held, and rights you have under certain applicable laws. This Notice is provided in order to comply with applicable law, including but not limited to the law of the European Union.

Identity of Information Controller and Contact Details

The company that is primarily responsible for the collection and processing of your personal data will be the local Fluor company with whom you directly transact business. In some cases, Fluor will act as a “joint controller” with that entity, sharing responsibility for collecting and processing your personal data, including sharing responsibility to make sure that your data is handled safely and securely.

The contact details for Fluor, and its local company offices and other locations, may be found through its website, www.fluor.com/about-fluor/locations. If you require further information about privacy and data protection, you may contact us as detailed below.

Personal Data Held by Fluor

Fluor typically processes only your business contact information. Note that in some cases where you may be a sole proprietor or other small business and provide personal cell phone or mailing address information, you should only provide business contact information that you not use for personal purposes and which is suitable for processing as business data, with technical and organizational controls suitable to data of that nature.

From time to time, Fluor processes third party biometric data, and location and safety qualification data, of third parties.

To the degree that specific joint venture or other partnering arrangements depart substantively from the terms of this Notice, such departure shall be noted in a separate Notice or Notices posted by the applicable data controller or controllers in connection with the operation of that joint venture or other partnering arrangement. Such applicable Notice or Notices shall also set forth the nature of the personal data which is processed.

Please consult the applicable Project Information Manager, or use the contact details listed below, should you have any questions in connection with any such specific arrangement.

Purposes for Which Fluor Uses Your Personal Data

As to business contact information, Fluor uses your information for routine or special business transactions with you, including without limitation contract pursuit or administration, the general conduct of its business, and the pursuit or mutual pursuit of business opportunities with you.

As for biometric data, and for example location and safety qualification data, Fluor uses your personal data for a Corporate Security/ Health, Safety & Environmental purpose, specifically, protection of company and third party employees when on the company's or a client's physical property, including but not limited to the administration of the issuance of site badges, the use of security turnstyles, location sensors, and the use of closed circuit television to monitor company property for security purposes, processing, for example, but not limited to, the following personal data: video footage; name; biometric data; location and safety qualification data; and office location.

In some cases, biometric data may be held by a third party in the event that third party is the controller and Fluor has entered into a legal contract to collect and process such data in accordance with governing laws.

Processing of Personal Data which did not come from You

Fluor may occasionally process your personal data when obtained not from you but from other third parties. In some cases, Fluor might supplement this information or information which you provide with information that comes from resources, such as LinkedIn for example.

The purposes for such processing, categories of personal data collected, recipients of personal data enumerated, details of international transfers, storage periods, and applicable rights and other details for this information are the same as for the information which Fluor collects from you.

The above only applies to business contact information, as Fluor never receives biometric personal data from third parties.

Legal Bases for Processing of Your Personal Data

As for business contact information, the processing of your personal data is based on its legitimate interest in processing business contact information, in the administration of Fluor's business activities. In cases where you have a contract or prospective contract with Fluor, Fluor has a legitimate interest in connection with that contract, and as well, has a basis in the necessity of entering into and performing that contract.

As for biometric data, and the other data described above, the legal bases for processing are: to perform a task in the public interest such as security, safety, and unlawful act prevention at certain categories of project sites; to pursue legitimate interests in performing contracts with clients, including assuring site safety and security; and, to protect vital data subject interests, such as their interests in their health and safety.

Where Your Personal Data is Held

Fluor holds your personal data in electronic form in a number of places: on databases shared with more than one person; in applications that run on the Fluor network; in applications that third parties run either, on their own separate networks or on “distributed networks” that they might share with other parties; in applications which Fluor hosts on the networks or distributed networks of third parties; and in email. Fluor may also change the particular databases that it uses from time to time, and may move your personal data from one of these databases to another.

This notice also applies when your information is kept in manual form (which includes files which are made from data previously kept in electronic form). Manual files may contain some information that duplicates information maintained in the electronic databases, or information not contained in these databases. Manual files containing your personal data are usually located in the office with which you have direct contact. One example would be where a local office takes in your business contact information on the day of your visit at its front desk or other entry area.

Transfer of Your Personal Data to Third Parties or Third Countries

Your personal data may also be transferred to Fluor companies throughout the globe, and to third parties (such as organizations providing a service to Fluor) established outside the country in which you are located. For further information about transfers to third parties in general, see below, “Categories of Recipients of Personal Data and Retention Periods.”

Fluor complies with all applicable law, including European law, to ensure that adequate safeguards are in place to protect the personal data of Third Parties, transferred to other Fluor entities or to third parties located outside Europe. Fluor is committed to maintaining the privacy and security of your personal data and to ensuring that your personal data may only be processed in accordance with the Company’s global and local privacy and information security policies and procedures, and Fluor’s Binding Corporate Rules policy (BCR) which is applicable to personal data collected or processed in European Union member states or in the European Economic Area. A copy of the BCR can be found on the Fluor internet within the company’s [Privacy Policy](#) site.

If you require further information about privacy and data protection you may contact us as detailed below.

Categories of Recipients of Personal Data and Retention Periods

The business contact information held by Fluor either in manual form or in the electronic records databases will be disclosed for the purposes listed above, to: authorized personnel including business managers, team leaders and other staff in the appropriate Fluor offices, including, in limited cases, project personnel processing personal data for business purposes on projects; certain other Fluor employees who may, from time to time, incidentally handle your personal data but only for legitimate business purposes and after receiving any appropriate training and certain IT or IT security personnel, but only for purposes of administering the Fluor network or its security and integrity; clients, or partners such as affiliated companies, or joint venture or consortium partners; third parties where Fluor is under a legal obligation to provide your personal data; third parties who provide a service to

Fluor (for example, IT service providers, or business contact information management service providers), where such third parties agree to protect the confidentiality of the personal data and to process it only in accordance with the original purposes for which it was collected. Fluor never sells your information to third parties for any purpose.

The biometric and related personal data held by Fluor in the appropriate electronic records databases (and related but far more limited manual records, if any), is disclosed generally only to site safety and security, or health safety and engineering, personnel, and others as strictly necessary to carry out the required purposes.

Your personal data will be held for only so long as it is needed for Fluor's business purposes, and in accordance with applicable corporate document retention schedules and local law or regulation. These schedules are designed to comply with applicable data privacy and other legislation, and to assist Fluor in maintaining business records which it may need to conduct its business and to respond to lawful requests for information in connection with legal claims or disputes.

Certain Rights You Have Regarding Your Personal Data and Certain Other Information

Third parties whose information is collected and processed within the European Union have certain rights under European law. Pursuant to the Fluor Binding Corporate Rules Policy, Appendix 1, Data Subject Rights Request Procedure, you have the right to access and rectify, or erase, your personal data under certain circumstances, to object to its processing, and certain other rights. You have the right to lodge a complaint regarding how Fluor handles your personal data with the local supervisory authority for data protection within your specific European Union member state of residence, place of work, or place of alleged infringement of applicable data privacy law. Residents of California have certain rights under the California Consumer Protection Act, including the right to request that Fluor disclose what personal information it collects, uses, discloses, and sells, which it has done in this Notice, the right to request the deletion of your personal information collected by Fluor, and the right not to receive discriminatory treatment for the exercise of your privacy rights conferred by California law.

Providing personal data to Fluor is, in some cases, a requirement for your doing business with Fluor. If you fail to provide such data, Fluor may not be able to do business with you.

Contact Information

You may contact Fluor for any reason in connection with this Notice, including the exercise of any rights you may have under this Notice, by contacting HR Data Privacy, hr.data.privacy@fluor.com or the Chief Privacy Officer at chief.privacy.officer@fluor.com, or by telephone at (469) 398-7000. Those who have rights under California law may have their authorized agents use the same procedure to exercise these rights. You may be asked to provide certain information, such as Fluor identification numbers or other internal credentials, in order to exercise these rights.

A copy of this Notice can be found at [Notice to and Consent by Third Party](#), or by clicking the link at the bottom of the page at www.fluor.com/legal.

Modifications to this Notice

This notice will be updated from time to time to make sure that Fluor complies with legal requirements. If Fluor varies this notice at any time, such changes will be notified to all affected employees as required by applicable law.

This Notice was last updated on June 1, 2020.

Provided by:

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