

GLOBAL PARTNERS LP RECRUITMENT PRIVACY NOTICE

Effective Date: 12/31/2025

Last Updated: 12/31/2025

This Recruitment Privacy Notice ("**Privacy Notice**") applies to [Careers at Global Partners](#) and our other online careers page ("**Careers Website**") and other application processes made available by Global Partners LP and its affiliates ("**Global**" or "**we**").

This Privacy Notice is intended to inform you about our practices for handling information that identifies or could reasonably be linked, directly or indirectly, with you ("**Personal Information**") collected during the application process, including on the Careers Website.

PERSONAL INFORMATION WE COLLECT AND HOW WE COLLECT IT

We collect Personal Information from or about you as follows:

- **Information you Provide to Us**

When you apply for a position at Global, including through our Careers Website, we collect the following types of Personal Information from you as an applicant:

- **Information from your Social Networking Account** when you choose to register on the Careers Website using your LinkedIn, Google or similar account.
- **Professional or Employment Information**, such as your skills, employment history, and educational history and information in your resume/CV.
- **Personal Identifiers**, such as your name, email address, physical address, telephone number, and username and password for the Careers Website
- **Protected Classifications**, such as date of birth, gender, any disabilities you may have, and military or veteran status. Global may also collect information about your racial and ethnic origin or sexual orientation if you choose to provide it during the application or onboarding process, including reporting, as required by applicable federal law.
- **Inferences**, including any information drawn from any of the above categories to create a profile about an applicant reflecting the applicant's characteristics, psychological trends, preferences, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- **Other Information you choose to share**. Any other information you voluntarily submit to us in connection with your application for employment (e.g., salary history) during an interview, provided by your references, or as part of other forms of communication (both oral and written). This may also include information related to your employment eligibility.
- **Information you share when you use Parker, our recruiting assistant chatbot ("Recruiting Chabot")**.

When you apply for a position at Global through our Careers Website, you may choose to receive notifications about newly posted opportunities with Global. If you sign up to receive these notifications, we collect your contact details so that we can send the notifications to you, including your name, email address, and preferences.

If we make you a conditional offer of employment, we request additional information so that we can carry out our pre-employment checks. This information includes sensitive data, such as your Social Security number, driver's license number, and/or passport number.

- **Information Collected Automatically**

Global and its service providers use technology tools to recognize you, your browser(s) and/or your device(s) when you use the Careers Website and to collect information about how you interact with the Careers Website. These tools include cookies, tracking pixels (sometimes called web beacons) and embedded scripts, which we refer to collectively as data collection technology.

Cookies are small text files that are sent to or accessed from your web browser or your computer's hard drive. A cookie typically stores the name of the domain (internet location) from which the cookie originated, the "lifetime" of the cookie (i.e., when it expires) and a randomly generated unique number or similar identifier. Pixels are snippets of computer code embedded on websites that can collect information.

Data collection technology collects data related to usage and performance of the Careers Website, such as:

- IP address and time zone
- browser type and language
- computer or mobile device type and operating system
- device identifiers – IMEI/UDID (a numeric identifier for mobile devices) and MAC address (another kind of numeric identifier for mobile devices)
- user settings
- browsing history and activities conducted while using the Careers Website
- websites visited before and after the Careers Website

Data collection technology enables Global to monitor and analyze usage, technical and navigational metrics; customize user experience; improve the performance of the Careers Website; offer and improve our Recruiting Chabot and to help detect and prevent fraudulent use of the Careers Website.

If you want to learn more about data collection technology, online resources are available, such as www.allaboutcookies.org.

- **Information Collected from Third Party Sources**

Subject to legal requirements, we may use external services to conduct a background check on you during the application process, subject to your consent where required. In doing so, our background check vendor may collect the following Personal Information from you, some of which is shared with Global when permitted by applicable law:

- Personal Identifiers, such as your name, physical address, telephone number, and Social Security number.
- Professional or Employment Background, such as your employment history and educational history.

We also collect personal information from recruitment agencies, as well as on-line job search and matching platforms, such as LinkedIn and Indeed.

The Careers Website is not intended for use by individuals under age sixteen (16). Global does not knowingly collect or process Personal Information from minors younger than age sixteen (16).

HOW WE USE PERSONAL INFORMATION

We use Personal Information collected from or about applicants for these purposes:

- To process, manage, and review your application.
- To assess your suitability for the position for which you have applied.
- To communicate with you about positions we think may interest you.
- To communicate with you about your application or to respond to questions you may have.
- To conduct pre-employment screening, such as skill assessments related to the position for which you applied.
- To conduct reference checks and background checks.
- To conduct fraud detection, monitoring, and prevention.
- For data analysis to improve our recruitment processes.
- To monitor compliance with equal opportunity and non-discrimination policies in compliance with applicable law.
- To comply with the law and respond to legal processes (such as subpoenas), to protect and pursue Global's legal rights, and comply with requests from law enforcement or regulatory authorities.

Other Uses. We may aggregate and/or de-identify Personal Information to limit or prevent identification of any particular individual and use that aggregated or de-identified data for process improvement, research purposes and similar lawful purposes.

Global does not currently use automated employment decision tools (AEDT) which are computer-based tools that use machine learning, statistical modeling, data analytics, or artificial intelligence to substantially assist, replace or override human decision-making about assessing or screening applicants. If Global chooses to use AEDTs in the future, then Global will provide notice to you as required.

HOW WE DISCLOSE PERSONAL INFORMATION

Global discloses Personal Information within the [Global family of companies] as well as to our vendors and service providers and other third parties, such as:

- **To Validate Your Application:** Subject to legal requirements, we disclose the contents of your application to external services that validate the information you provide in your application.
- **With Third-Party Service Providers.** We disclose Personal Information to our vendor and service providers, such as Workday (a technology platform), background screening providers, the Recruiting Chabot technology provider.
- **During a Corporate Reorganization.** We share Personal Information with potential or actual acquirers or investors and their professional advisers in connection with any actual or proposed merger sale, acquisition, divestiture, restructuring, reorganization, dissolution, bankruptcy, or other change of ownership or control on any Global business (in each case, whether in whole or in part). We will use our best efforts to ensure that the terms of this Privacy Notice apply to Personal Information after the transaction or that you receive advance notice of material changes to Personal Information processing.
- **When Required by Law.** Applicable law may require information disclosure when necessary (in Global's good-faith judgment) to comply with legal process, such as a court order, subpoena, search warrant, government investigation or similar legal requirement or for the prevention or detection of crime (subject in each case to applicable law).

- **For Other Legal Purposes.** We may need to disclose Personal Information to third parties, such as legal advisors or law enforcement, to protect our legal rights or the legal rights of others.

HOW WE PROTECT AND RETAIN PERSONAL INFORMATION

We implement and maintain reasonable security measures to protect Personal Information against unauthorized access, destruction, use, modification, or disclosure. Global cannot, however, guarantee the security of information transmitted through the Internet.

You are responsible for maintaining the security of your account credentials on the Careers Website. We may suspend your use of all or part of the Career Website without notice if we suspect or detect any breach of security related to your account. If you believe that your account or information that you provided to Global is no longer secure, please notify us immediately at 1-781-894-8800 or privacy@globalp.com.

Global retains your Personal Information in identifiable form as long as necessary for the purposes described in this Privacy Notice and otherwise in connection with legal disputes and as permitted by law.

CHANGES TO THIS PRIVACY NOTICE

We may change this Privacy Notice from time to time as laws or business needs change. We will post the changes on the Careers Website and will indicate the date the changes go into effect.

We will provide at least ten (10) days' advance notice of material changes to this Privacy Notice that reduce privacy protections so that you have time to review the changes and decide whether you would like to continue to use the Careers Website under the terms of the updated Privacy Notice.

If you choose not to continue to use the Careers Website under the terms of the updated Privacy Notice (as of the "Last Updated" date above), then you can exercise your privacy rights at [Data Subject Request Form](#)

Prior versions of this Privacy Notice are available upon request through privacy@globalp.com. Please add "Recruitment Privacy Notice" to the subject line of your email.

CONTACT US

If you have any questions about this Privacy Notice, please contact us:

- by email at privacy@globalp.com
- by telephone at [1-781-894-8800](tel:1-781-894-8800)
- by U.S. mail at 800 South Street, Suite 500, Waltham, MA 02453