



PRIVACY SHIELD WEBSITE NOTICE  
KBR, INC. and KBRwyle

**As of July 16, 2020, the EU-US Privacy-Shield has been invalidated as a result of the decision by the Court of Justice of the European Union in “Schrems II”. KBR, however, continues to comply with the EU-U.S. Privacy Shield Framework, as set forth by the U.S. Department of Commerce, regarding the collection, use, and retention of personal information transferred before July 16, 2020, from the European Union or the United Kingdom to KBR, Inc., and KBRwyle in the United States. For transfers of personal information after July 16, 2020, from the European Union or the United Kingdom to KBR, Inc., or KBRwyle in the United States, KBR will rely on (a) a data transfer mechanism deemed adequate by the relevant data protection authority, or (b) an applicable derogation from the general prohibition on cross-border data transfers under the relevant data protection law.**

This Privacy Shield Website Notice is provided by KBR, Inc. and KBRwyle in relation to their certification to the E.U.-U.S. Privacy Shield framework.

#### KBR’s Privacy Shield

KBR, Inc. and KBRwyle have certified their adherence to, and comply with, the E.U.-U.S. Privacy Shield framework as set forth by the U.S. Department of Commerce, with respect to the collection, use, and retention of human resource personal information transferred from the European Union or United Kingdom to the United States.

For purposes of their Privacy Shield certification, human resource personal information includes personal data pertaining to KBR, Inc. and/or KBRwyle employees, exited employees, retirees, temporary personnel, interns, and job applicants.

#### Privacy Shield Principles

KBR, Inc. and KBRwyle commit to uphold the Privacy Shield principles and surrounding requirements of the E.U.-U.S. Privacy Shield framework, for all human resource personal information under their possession or control which pertains to E.U. or U.K. individuals. The Privacy Shield principles are: Notice; Choice (Consent); Accountability for Onward Transfer; Security; Data Integrity and Purpose Limitation; Access; and

Recourse, Enforcement and Liability. For more information on the E.U.-U.S. Privacy Shield or to view our certification, please visit [www.privacyshield.gov](http://www.privacyshield.gov).

KBR, Inc. and KBRwyle process human resource personal information of E.U. individuals in connection with offering employment to those individuals, human resource administration, and related legal, compliance, regulatory, financial and accountability purposes.

### Third Party Transfers

KBR, Inc. and KBRwyle entrust certain personal information pertaining to E.U. and/or U.K. individuals to third-party partners who assist with our business activities or who have regulatory or legal oversight responsibilities in relation to our business activities. We take steps to ensure that the third parties entrusted with that personal information uphold an equivalent level of protection for the data. KBR, Inc. and KBRwyle also understand that they can be liable if a third-party that they entrust with E.U. or U.K. personal information under the Privacy Shield, processes that data in a manner inconsistent with the Privacy Shield Principles, except in situations where they are able to prove that they are not responsible for the event giving rise to the damage.

### Disputes and Resolution

In compliance with the Privacy Shield principles, KBR, Inc. and KBRwyle commit to resolve complaints about their collection or use of E.U. human resource personal information. E.U. individuals with inquiries or complaints regarding our Privacy Shield policies or practices should first contact us by writing to us at: KBR Privacy Shield Program, Legal Department, 601 Jefferson St., Houston, Texas USA 77002. In accordance with our Privacy Shield commitment, we have adopted dispute resolution practices that are designed to evaluate and resolve any complaints or concerns about your privacy and our collection or use of E.U. personal information within thirty (30) days of receipt.

KBR, Inc. and KBRwyle further commit to cooperate with the E.U. supervisory authorities and comply with the advice given by those authorities with regard to unresolved Privacy Shield complaints, including those concerning human resources data transferred from the E.U. or U.K. in the context of the employment relationship. If E.U. or U.K. individuals do not receive timely acknowledgment of their complaint, or if we have not addressed a complaint to the individual's satisfaction, they may contact the E.U. or U.K. supervisory authorities for additional information or assistance, or to file a complaint. The services of E.U. or U.K. supervisory authorities are provided at no cost to individuals. You may contact us at the address above for help in identifying the relevant supervisory authority.

KBR, Inc. and KBRwyle have further committed to cooperate with the panel established by the E.U. data protection authorities (DPAs) with regard to unresolved Privacy Shield complaints concerning data transferred from the E.U. and/or U.K.

## Regulatory Oversight and Enforcement

In connection with their Privacy Shield certification, KBR, Inc. and KBRwyle are also subject to investigatory and enforcement authority of the U.S., E.U. and U.K. agencies who oversee the Privacy Shield framework, namely the U.S. Federal Trade Commission and the relevant E.U. and U.K. supervisory authorities.

## Right to Binding Arbitration

In accordance with the Privacy Shield framework, E.U. and U.K. individuals may be able to invoke binding arbitration before a Privacy Shield Panel if they believe that their claim has not been handled by KBR, Inc. and/or KBRwyle in a satisfactory manner.

## Rights of Individuals to Access Their Data

E.U. and U.K. individuals have the right to access personal information about them, and to limit use and disclosure of their personal information. With its Privacy Shield certification, KBR, Inc. and KBRwyle commit to respect and uphold those rights. Should you wish to exercise those rights, the company requests that you contact us at: KBR Privacy Shield Program, Legal Department, 601 Jefferson St., Houston, Texas USA 77002. Please note that there are certain limitations on these rights, as described in the Privacy Shield framework.

## Law Enforcement Requests

KBR, Inc. and KBRwyle are required to disclose personal information in response to lawful requests by public authorities, including compliance with national security or law enforcement requirements.

## Conflicts

If there is any conflict between the terms in this privacy policy and the Privacy Shield principles, the Privacy Shield principles will govern.

Effective Date: 2/4/2022