

**PLEASE READ CAREFULLY BEFORE SUBMISSION**

I have disclosed all information that is relevant and should be considered applicable to my candidacy for employment with Americold.

I understand, where permissible under applicable law, that I may be subject to a pre-employment medical examination after receiving a conditional offer of employment, and must meet the qualifications for the position, with or without reasonable accommodation, before being permitted to commence work with Americold.

I understand, where permissible under applicable law, I may be subject to the reasonable pre-employment background checks Americold may require after receiving a conditional offer of employment to investigate my criminal background and other matters related to my suitability for employment.

I hereby confirm that the information given by me is true in all respects. I authorize Americold and its representatives to contact my prior employers and all other references (except for my current employer, only if I have marked "No" for the question, "Do we have permission to contact this current employer at this time") for the purpose of verification of the information I have supplied. I hereby release Americold from any liability resulting from the information released. I further authorize employers, schools and other persons named on this application to provide any information or transcripts requested.

I understand that employment with Americold is also contingent on my providing sufficient documentation necessary to establish my identity and eligibility to work in the country in which I am applying.

If employed, where permissible under applicable law, I understand that as a condition of employment, I may be required to agree to and sign a non-solicitation, non-disclosure, and/or other similar agreement. I also agree to notify the organization during the pre-employment process of any non-solicitation, non-disclosure, and/or other similar agreement that I may have already signed with any current and former employers.

I expressly understand and agree that during my probationary period and throughout my employment, unless restricted by applicable law or contract, either I or the Company may terminate my employment at any time for any reason, including a decision by the Company that the results of my background checks are unsatisfactory, subject only to the minimum notice requirements of applicable local employment standards or labor legislation.

I further understand that no representative or agent of Americold has the authority to enter into an agreement for employment for any specified period or to make any change in any policy, procedure, benefit or other terms or conditions of employment other than in a document signed by an authorized representative of Americold or where subject to a Collective Bargaining Agreement (CBA)/Enterprise Bargaining Agreement (EBA).

I confirm that all the above information is true and complete, and I understand that any falsification or omission of information may disqualify me from further consideration for employment, or if hired, may result in the termination of my employment regardless of the time elapsed before discovery.

I understand that Americold provides reasonable accommodations to applicants with disabilities in its recruitment process, unless such would create an undue hardship, and I will notify Americold if I require any such accommodation.

Americold will use the information I provide when I am applying for employment, to assess my suitability for employment and to report on anonymized key metrics (e.g., diversity outcomes). The information collected will be handled in accordance with all privacy laws in the countries in which Americold operates.

I understand that if I am extended an offer of employment, I may be asked for identifying information, such as my date of birth, national identifier, or other personal identifying information, to complete background checks and assist with the hiring process. Please refer to our [>hyperlink< Associate Data Privacy Notice >hyperlink<](#) and [>hyperlink< Data Privacy and Protection Policy >hyperlink<](#) for further details.

By submitting a job application or registering my interest in employment I am consenting to the collection, use and disclosure of my personal information as described in Americold's [>hyperlink< Associate Data Privacy Notice>hyperlink<](#) and [>hyperlink< Data Privacy and Protection Policy>hyperlink<](#).

I agree, and it is my intent, to sign this employment application by entering my full name below and electronically submitting this document to Americold. I understand that my signing and submitting this document is the legal equivalent of having placed my handwritten signature on the submitted document.