

## Privacy Policy

This privacy policy (this "Privacy Policy") applies to identifiable information received and data collected by Innophos, Inc. and any other subsidiary or affiliate wholly-owned or otherwise controlled by Innophos Holdings, Inc. (collectively, the "Innophos", "we", "us" or "our") through [www.innophos.com](http://www.innophos.com) (the "Website").

This Privacy Policy explains what identifying information we collect about you through the Website, and what we do with it. Innophos reserves the right to revise this Privacy Policy at any time. We will notify you of any material changes to this Privacy Policy by posting the new Privacy Policy here and by changing the "Effective Date" at the top. You should periodically read this Privacy Policy to learn of any revisions.

By using the Website, you agree that you have reviewed and understood our ***Terms of Use*** and this Privacy Policy to your full satisfaction, that you accept and are subject to our ***Terms of Use*** and this Privacy Policy, and that Innophos is permitted to use your identifiable information as set forth below.

### What identifying information do we collect?

Certain identifying information is automatically collected when you visit the Website. We may collect identifying information that allows us to track the number of visitors we receive and the way they navigate through the Website. The types of identifying information collected include the date and time you accessed the Website, the page or pages you visited and images you accessed, the web site you arrived to the Website from and the web site that you depart to as well as the IP address of the computer being used to access the Website. We may use IP addresses and anonymous demographic information in the aggregate to share with advertisers and market researchers, and to improve the design of the Website to better serve our customers. While it may be possible to correlate this information to particular individuals, we do not generally do so. We may share this aggregated information with other third parties. We reserve the right to drill down into anonymous demographic information in order to investigate unlawful conduct and/or breaches of this Privacy Policy.

We also collect individually-identifiable personal information ("Personal Data") that you provide to us such as your name, e-mail address, physical address, employer name, title, department, telephone number and job resumes. Further, we may collect information about products of interest to you and estimated quantities you expect to use. You supply us your Personal Data when you take an action such as registering for the Innophos.com Customer Center, requesting product information, ordering samples, submitting a job resume or otherwise voluntarily supply your Personal Data to us. For example, if you send us an e-mail, or fill out an online registration, submit a job resume or request form, you are transmitting your Personal Data to us in the form or message. Personal Data is used to fulfill the request, process the registration or to otherwise contact you directly.

### What do we do with the identifying information we collect?

We use the Personal Data we collect to process your requests and transactions, offer or furnish additional products and services, personalize the types of information you receive from Innophos, assess trends in your use of the Website or purchases of products or services, develop content and functionality that helps us better serve your needs, improve the service and products we provide and engage in advertising and marketing activities.

Resumes submitted by job applicants through our Career Opportunities pages can be viewed by our human resources department personnel, hiring managers, employees who will be interviewing the candidate, and the administrative assistants to these individuals for applicant screening and hiring purposes, and for general human resources purposes.

#### **Do we share the information we collect with third parties?**

We may share your Personal Data with third parties that assist us in providing our services or products or otherwise responding to your requests or orders. Further, we may share Personal Data with third parties for market and industry research purposes, for advertising and marketing purposes, and potentially other reasons. If you prefer, by contacting us at the mailing address listed below, you can choose that your Personal Data not be shared with third parties for reasons other than assisting us in providing our services or products or otherwise responding to your requests or orders.

Without limiting the foregoing, we may use your personally identifiable information jointly with any other subsidiary or affiliate wholly-owned or otherwise controlled by Innophos Holdings, Inc. so that they may assist us in achieving any of the purposes of use explained above.

Innophos may transfer any information in its databases, including but not limited to Personal Data, to an affiliate or third party as part of a transfer of business assets.

Innophos may also release Personal Data in special cases in order to comply with requests from law enforcement and government agencies, to enforce the **Terms of Use** and other agreements, and to protect customers and others. We may do so when we believe in good faith that disclosing this information is otherwise necessary or advisable, including, for instance, to identify, contact, or bring legal action against someone who may be causing injury to or interfering with the rights or property of Innophos, another user or anyone else that could be harmed by such activities.

#### **Do we use cookies?**

Yes, we may use cookies. Cookies are pieces of information generated by web servers and stored in your computer for future access. We use them to study visitors' use of the Website and to improve your navigation of it. The majority of Web browsers accept cookies, but the "help" menu on your browser should give you options for preventing, accepting, or receiving notice of new cookies. You can configure your web-browser to disable cookies, but doing so may impair your use of the Website.

#### **What about Third Party Links?**

Although the Website provides links to third-party web sites, they are not covered by this Privacy Policy. Innophos assumes no responsibility for the privacy or security of information you provide to any third party through linked web sites or any other means. We urge you to review the privacy policy of any web site that you visit.

#### **Security**

While Innophos strives to protect Personal Data and user privacy, we cannot guarantee the security of any information you disclose online and you do so at your own risk. This Privacy Policy does not extend to anything that is inherent in the operation of the Internet, and therefore beyond Innophos's control, and is not to be applied in any manner contrary to applicable law or governmental regulation. Unfortunately, no data transmission over the Internet can be guaranteed to be 100% secure. As a result, while we strive

to protect your Personal Data, Innophos cannot ensure or warrant the security of any information you transmit to us or from our Website, and you do so at your own risk.

## **Children**

The Website is not intended for children under the age of 13, and Innophos does not intentionally collect Personal Data from children under 13. If you have reason to believe that we have collected Personal Data from someone under 13 years of age, please let us know.

## **Choice**

You will have the opportunity to opt-out of receiving unsolicited e-mail communications from us when we first collect your Personal Data through the Website. Additionally, by contacting us at the mailing address listed below, you can opt-out of receiving unsolicited communications.

Mailing Address:  
Innophos, Inc.  
Attention: Privacy Officer  
P.O. Box 8000  
Cranbury, NJ, 08512-8000 USA

## **Access or Change Your Personal Data**

By contacting us at the mailing address listed below, you can access, correct, amend, or delete the Personal Data that you have provided through the Website. To honor your request, we will need the exact information you want to access, correct, amend or delete and information sufficient for us to identify the type of unsolicited communications, if any, you have received from us.

## **Claims**

If you believe that Innophos has acted inconsistently with this Privacy Policy, please notify us either at the address above or at [Privacy.Officer@Innophos.com](mailto:Privacy.Officer@Innophos.com) and we will try to resolve your concern.

**Effective as of November 1, 2008**  
**Rev. 11012008**