

Recruitment Fraud Alert!

Thank you for your interest in joining us and we encourage you to explore job opportunities with us. We would also like to alert you to be aware and wary of recruitment frauds in which fraudsters pretend to represent us.

It has come to our attention that there may be fraudsters posing as Orbia and/or its businesses (Wavin/ Netafim/ Alphagary/ Koura/ Vestolit/ Dura-Line), recruiters or individuals from partners/agencies recruiting for us.

The fraudsters have been sharing fraudulent employment offers to candidates and may:

- ask you for sensitive personal and financial information,
- ask you to buy office equipment for yourself; send you a fake check pretending to reimburse you,
- ask you for an application fee or pay for training,
- ask you to arrange travel for face-to-face interviews with a certain travel agency,

or more that could sound dodgy. If you are suspicious that something is not right with the employment offer, you are probably right.

Here is some guidance to help you avoid recruitment fraud:

1. All legit job openings from Orbia and/or its businesses are posted on our career sites and LinkedIn job pages
2. If you come across Orbia and/or its businesses vacancies advertised on a social media site, it is advisable to verify it on our career site (or with the recruiter who shares the post, after checking it is a real profile).
3. Be suspicious of communication that does not include a specific job description and/or extending a job offer without a formal recruitment process.
4. No employment offers will be made without a formal recruitment process, which involves multiple rounds of interviews via MS Teams or face-to-face, with several Orbia and/or its businesses employees.
5. Orbia and/or its businesses (or any recruitment partners/agencies representing us) will never ask for sensitive or financial information as part of the application/recruitment process. Necessary information may be requested after the formal process of recruitment, when an employment offer has been accepted.
6. Orbia and/or its businesses never ask for any financial commitment or contribution from a candidate at any stage of the recruitment process.

7. Be suspicious of any unexpected recruitment communication from a fake email account or through Gmail or another service. Recruitment communication is only sent via email with Orbia/business domain ID's (e.g., @orbia.com/ @wavin.com/ @alphagary.com/@netafim.com/ @vestolit.com/ @kouraglobal.com/ @duraline.com /...).
8. Our recruiters may initiate communication with candidates via LinkedIn. But before you respond, it is advised that you check recruiters' profile on LinkedIn – to verify if they are legit.

Orbia and/or its Business Groups have no responsibility for recruitment frauds and advise candidates to follow the guidance provided above.

Applications for jobs advertised on our career sites provide a secure portal for you to enter your details, as part of our standard application processes. If you believe you have been a victim of recruitment fraud, you may contact us via email: melanie.hunsche@wavin.com with 'Recruitment fraud' in the subject line.

Thank you.

Melanie Hunsche

Director Global Talent Acquisition Wavin