

APPLICANT PRIVACY NOTICE

The Wonderful Company and its affiliates that recruit on this careers website (“we,” “us,” “our”) respect the privacy of the personal information we collect and handle it responsibly, transparently and with care, including through the implementation of reasonable and appropriate measures designed to protect and prevent the unauthorized access to, misuse, loss, destruction, disclosure, or acquisition of the personal information we collect, consistent with applicable data privacy and security laws. If you are a job applicant who resides in California, please click here to access the [CCPA Privacy Notice](#) that applies to you.

This Privacy Notice describes the categories of personal information that we may collect from job applicants (“you” or “your”) who apply for a job with us on this careers site or offline (such as at job fairs, etc.). In this Privacy Notice, we also list the purposes for which we may use or disclose your personal information in connection with your candidacy and our recruiting function. As used in this Privacy Notice, personal information generally means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to you. As your prospective employer, we will handle and process your personal information as set forth in this Privacy Notice, unless otherwise expressly provided in this document. You must be 18 or older to access the careers site or apply offline.

Please note that the careers website may also notify you of the opportunity to apply to a job with us through a third party account, which you may already have (or can sign up for) (such as Indeed, SmartRecruiters, LinkedIn or other third parties). The personal information you provide to such third parties when you sign up for an account with them, is subject to those third parties’ privacy policies and terms of use, and not this Privacy Notice. By signing up for such third party account and then applying to a job with us, you are consenting to such third parties’ sharing of your personal information with us, and to our use of the personal information that you have provided to them in connection with your job application as set forth in this Privacy Notice.

We use the SmartRecruiters technology platform in connection with this careers website. If you apply to a job on our careers site, you are given the option to keep track of the status of your application by opening an account directly with SmartRecruiters (specifically, SmartRecruiters has a product called Smartr that allows you to manage multiple job applications with multiple companies, including ours). When you open an account with SmartRecruiters you are subject to their Privacy Policy and Terms of Use and not to this Privacy Notice. Signing up for an account with SmartRecruiters is completely voluntary and has no effect on our consideration of your job application.

We (and/or our service providers) currently host the careers website in (and manage it from) the United States of America (the “U.S.”) and other parts of the world. If you are a job applicant located in any country outside the U.S., you understand and consent to having your personal information (including any personal information collected through cookies, as described below) processed in the U.S. and/or in any other country in which we have facilities or in which we engage service providers to help us manage our recruiting function. By submitting your application on the careers site, you understand and agree that the federal and state laws of the U.S. will apply to our handling of your personal information submitted on the site, unless we otherwise expressly provide in other parts of this Privacy Notice or in separate pages that we may direct you to visit and that are directly linked from this Privacy Notice. Please remember that the privacy laws in the U.S. may be different, and sometimes less protective, than the privacy laws in the jurisdiction in which you live, and that notwithstanding this, by submitting your application on the careers website, your personal information will be processed (including,

without limitation, and if applicable, transferred) as permitted under U.S. law, and you are consenting to such processing as described in this Privacy Notice. Without limiting, and notwithstanding, the foregoing understanding, we may, if specifically requested by any of our foreign applicants, and, depending on the circumstances, either at our sole discretion (and as a courtesy to you), and/or because we are otherwise compelled to do so under applicable foreign law, honor certain specific rights that you may have under the laws of the jurisdiction where you live (such as for example, data access, deletion, updating, or similar rights, or certain rights regarding consents to processing, withdrawals of previously given consents, or objections to our processing). If you would like to make such a request, please email us at DataPrivacy@wonderful.com.

Our collection and use of your personal information as set forth in Section I below is necessary for us to fulfill the purposes listed in Section II below. We will not process additional categories of personal information for additional purposes that are incompatible with the disclosed purposes.

I. **Categories of Personal Information We May Collect**

- **Identifiers, Contact Information and Personal Records** (e.g., your name, alias and other names, email address(es), phone number(s), home and workplace addresses, government-issued ID number(s), passport number(s), and other unique personal identifiers).
- **Educational, Professional, and Employment-Related or Job Application-Related Information** (e.g., employment and education history (including information included in your resume, application forms, cover letters, transcripts, or obtained during phone, video or in-person interviews, or information about your educational and professional background obtained from publicly available sources), information related to any assessment or evaluation you may participate in as part of the interview screening or performance review process, information relating to any previous job applications you may have made and/or previous employment history with any of our companies, skills, professional licenses and certifications, background check results, information related to references).
- **Video and Audio (Sensory) Information** (e.g., recordings of telephone or virtual video interviews, CCTV footage recorded when you come for an interview on our premises).
- **Personal Characteristics/Special Category Data** (e.g., special category data where the collection is permitted by law such as race, color, age, sex, pregnancy, sexual orientation, gender identity and expression, national origin, disability, marital status, veteran status, military service status, or any other protected category under applicable law, citizenship or immigration information (for visa purposes, right to work considerations)).
- **Information Collected Automatically When You Visit the Careers Website** (e.g., when you access our careers website, we and/or our service providers (including, without limitation, SmartRecruiters, our applicant tracking system provider) may collect certain information about your visit using cookies and similar technologies; to find out more about our use of cookies on the careers website, please click [here](#). To find out more about how SmartRecruiters uses cookies, please refer to the SmartRecruiters Cookies Settings link.

- **Any Other Information You Elect to Provide** (e.g., desired compensation, willingness to relocate, job preferences, COVID-19 vaccination status, etc.)

We may collect the above categories of personal information from any one or more of the following sources: from you directly (including, through observing you, if applicable), from your former employers, from prior submitted job applications, from recruiters, from your designated references, from our current employees who refer you, from job-related social media or other platforms, from publicly available records, or from third party sources of demographic or other information.

II. Purposes For Which We May Use Personal Information

We process your personal information for the following legitimate business purposes:

- *Determining your eligibility for a position with us*, including processing your application, assessing your fit with us or for a specific role, conducting interviews, carrying out background and reference checks in accordance with law, verifying the information you or others provide, and keeping records related to our recruiting and hiring process.
- *Communicating with you by telephone, email or text message, in accordance with applicable law, about the recruitment process, your application, interest or potential interest in working with us*, including communicating with you about other open roles with us, and preparing an offer letter if your application was successful.
- *If you were referred to us by a third party, communicating with such third party* regarding the status of your application.
- *Protecting our rights, privacy, safety or property, or your rights or those of others* including by detecting security incidents, protecting against malicious, deceptive, fraudulent, or illegal activity, and prosecuting those responsible for that activity.
- *Managing our recruiting function*, if we determine, based on the information provided or collected, that you might be suitable for roles with us other than the one you applied for.
 - In such case, the information about you will be added to our recruiting database and may be used to consider you for other open opportunities with us. If you do not wish to be considered for other positions, please contact us at DataPrivacy@wonderful.com or respond to any notifications sent through our applicant tracking system provider.
- *Fulfilling any of our other operational purposes*, including making improvements to our application and/or recruitment process, including improving diversity in recruitment practices, for internal planning and managing recruiting, or conducting research, analytics and data analysis.
- *Complying with our legal obligations*, including those related to anti-discrimination and other laws and regulations and responding to and cooperating with legal or regulatory requests and investigations.
- *If you accept a conditional offer from us, to conduct a background check* (to the extent permitted by applicable law).

- *If you accept an offer from us and become employed by us, for your employment record.* If you are offered and accept employment with us, the information collected during the application and recruitment process will become part of your employment record.

III. To Whom We Disclose Your Personal Information (if and as applicable)

- **To Our Affiliates**

- We share your personal information with personnel working for our affiliate companies. Such personnel may include management, human resources, recruiting, benefits, risk management, payroll, IT, finance, legal and members of the specific company, department or division that is hiring for the position you are applying to or are offered a job, or other departments or divisions that may have open roles that we think might be a good fit for your qualifications.

- **To Our Vendors Who Process Personal Information on Our Behalf**

- We share personal information with our service providers such as hosting, applicant tracking system or other technology services providers, analytics vendors, HR management and administration suppliers, background check companies, and recruiting agencies.

- **To Other Outside Parties**

- When required or authorized to do so by law, regulation, or court order.
- In response to a request for assistance by the police or other law enforcement agency.
- To seek advice from outside legal counsel (including, without limitation, in connection with litigation matters).
- In connection with the sale, purchase, merger, reorganization, joint venture, bankruptcy, assignment, transfer or other disposition of all or any portion of our business(es).
- To protect our rights and property.
- With your consent, to contact your references, and/or for other reasons you instruct us to do so.

IV. How Long Do We Intend to Retain Your Personal Information?

We will not retain your personal information for longer than is reasonably necessary for our legitimate, disclosed purposes, unless a longer retention period is required or allowed by law.

Please note, however, that it may not always be possible for us (or if applicable, for our service providers) to completely remove or delete all of your information due to technical constraints, or contractual, financial or legal requirements.

V. Updates and Questions

We may change this Privacy Notice from time to time, and we will post the changes on this page.

Questions about this Privacy Notice? Email us at DataPrivacy@wonderful.com or contact us at 1-877-450-9493.