

CALIFORNIA JOB APPLICANTS PRIVACY NOTICE

Thank you for your interest in a career with Nestlé. We respect your privacy when you apply for a position with us. This Nestlé Privacy Notice for Job Applicants residing in California (this “**Notice**”) describes the personal data that Nestlé Operating Companies in the United States, and third parties working on their behalf, (collectively, “**Nestlé**”, “**we**” or “**us**”) may collect, use, disclose, and otherwise process about you as a job applicant (“**Applicant Information**”) to Nestlé.

This Notice does not cover information collected about you as a Nestlé customer or user of Nestlé websites, mobile apps, or other Nestlé products or services. To learn more about our information practices in those situations, please read our online [privacy policy](#). This Notice does not form part of any contract of employment or engagement, does not confer any employment status or contractual right on any job applicant, and does not place any contractual obligation on us. We have a separate notice that applies to individuals who currently work or previously have worked for us.

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Collection of Information

We collect Applicant Information that you provide directly to us, such as when you apply to work for us. We also obtain Applicant Information from third parties, such as your previous employers, educational institutions, third-party service providers (e.g., background check providers, recruitment consultants, or professional recruitment agencies), your named references, legal bodies, and from publicly available sources, such as your LinkedIn profile. We may derive or develop Applicant Information by creating a profile reflecting your employment preferences, characteristics, behavior, intelligence, abilities, and aptitudes, such as through notes taken as part of the interview process. Additionally, we collect Applicant Information automatically, such as when monitoring our premises. The types of Applicant Information we may collect or develop include:

- **Identifiers**, such as your name, mailing address, email address, phone number, driver’s license or passport number, social security number, visas, and work authorizations.
- **Demographic information**, when required by law or to support our diverse workplace initiatives, such as your age, gender, racial or ethnic origin, veteran status, and disability status if you voluntarily submit such information as part of your application.
- **Audio, visual, or similar information**, such as through recordings applicants may voluntarily submit to us as part of the application process, and cameras and CCTV we install on our premises for security or safety.
- **Professional or employment-related information**, such as the following:
 - Your resume or CV, cover letter, work history, professional licenses, and other experiences;
 - Contact information for your references and current employer;
 - Information contained in your employment application; and
 - Information provided by references, background checks, and our assessment of recruitment information.
- **Education information**, such as information about your degrees and training, transcripts, and academic achievements that you disclose in your application.
- **Social Media Information and Other Similar Information**, to the extent permitted by law, such as social media and public profile information, including information related to your LinkedIn, Twitter, and your personal website.
- **Inferences** drawn from any of the personal data identified in this Notice.

- **Other information** that you submit, including additional information provided in an application form, cover letter, or other work product.

If your application progresses, we will also collect the following Applicant Information:

- **Information collected as part of the interview process**, such as notes taken from your interview when they contain your personal data and personal data included in any take-home project.
- **Information necessary to schedule your interview**, including your gender and identifiers such as your address, Known Traveler Number, and any frequent traveler details.
- **Details about employment expectations**, including, to the extent they contain your personal data, type of employment sought, compensation expectations, willingness to relocate, and other job preferences.
- **Information necessary to run a background check (if and to the extent relevant for a specific role)**, such as information obtained either from you or through reference and background checks, subject to any further permissions or notifications required and/or permitted by applicable law.
- **Information required to initiate employment**, including proof of eligibility to work in a specified country (such as a passport or visa), demographic information (such as your age, place of birth, and citizenship), identifiers (such as your date of birth, social security number, national insurance number, other government-issued identifier, tax identifiers and related tax information (where required and/or permitted by law)), bank account numbers and related information, benefits eligibility information, and other information you provide for the purposes of engaging with us or executing an employment agreement.

Where we collect information from you from surveillance or monitoring (e.g., CCTV recordings), this is done on an ongoing basis from the commencement of your employment with us.

Where permitted by law, we may collect, store, and use sensitive personal data about you, including your account credentials (e.g., username and password), race, ethnicity, disability status, and health and medical conditions. We collect this information for specific purposes, such as to accommodate a disability or illness, comply with legal obligations, protect the health and safety of our employees, and facilitate internal programs relating to diversity, inclusion, and anti-discrimination. Please be assured that we will only use such sensitive personal data for the purposes set out in this Notice, or as otherwise described to you at the time such information is collected—and in accordance with applicable law.

Use of Information

We use personal data about you to comply with statutory obligations we have in relation to your application, including confirming your eligibility to work in a given location. These purposes include:

- **Administering and processing your application**, including verifying your identity, experience, and other information you submit and, if your application progresses, any interview information and background check information.
- **Communicating with you about your application**, including contacting you via phone, email, or social media platforms about your application and, if your application progresses, coordinating any interview and background check process.
- **Assessing and evaluating your suitability for the role for which you have applied or for other vacancies.**
- **Conducting reference and background checks, including criminal records checks, as part of your application**, subject to applicable law.
- **Complying with applicable laws and employment-related requirements**, including verifying identity and information required to initiate employment for purposes such as confirming ability to legally work in a specific location, setting up payroll, withholdings and benefits, and complying with statutory reporting requirements.
- **Improving our recruitment process**, including by generating analytics using Applicant Information to ensure we recruit a diverse set of applicants.
- **Monitoring and action programs**, to ensure equality of opportunity;
- **Informing you of career opportunities and Company news**, including other vacancies for which you may be eligible. Please note that you may choose to opt out of these future communications.
- **For other notified purposes with your consent.**

Because of the international nature of our business, it may be necessary to store and/or process your information in a jurisdiction outside of the United States.

Where permitted by law, we may use artificial intelligence or algorithmic decision-making tools to streamline the hiring process, such as by screening resumes for the qualities needed to fill a particular position or by conducting an analysis of video interviews, or by automatically scheduling meetings with you. We limit our use of these tools to process your application and assess your suitability for the role for which you have applied, and only use these tools in accordance with applicable law. In some circumstances, we may provide you with additional notice and an opportunity to opt-out of processing using such tools.

Disclosure of Information

In certain circumstances, we disclose Applicant Information. We disclose the categories of Applicant Information described in the [Collection of Information](#) section in the following ways:

- **Nestlé affiliates:** We disclose personal data to employees and Nestlé affiliates who need to know the information for the purposes such as processing your application and assessing and evaluating your suitability for the role for which you have applied or for other vacancies.
- **Service providers:** We use service providers and contractors to perform services on our behalf, such as conducting background checks (subject to applicable law) and verifying information provided in your application.
- **Law enforcement, government authorities, regulators, and similar third parties:** We disclose personal data to entities such as courts, authorities, independent external advisers, and internal compliance and investigation teams if we believe such disclosure is in accordance with, or is otherwise required by, any applicable law, regulation, or legal process.
- **Professional advisors:** We disclose personal data to our professional advisors, including accountants, auditors, lawyers, insurers, and bankers, if needed. We only permit these advisors to process your personal data for specified purposes and, as appropriate, in accordance with our instructions and the provisions of this Privacy Notice and applicable law.
- **Other third parties:** In certain limited circumstances, we may disclose personal data with other third parties, including (a) to comply with our legal obligations, (b) to protect the rights and property of our customers and the public, (c) to detect and respond to suspected illegal activity and threats to the health or safety of any person or of our systems or services, (d) in connection with, or during negotiations of, any merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business, assets, or stock by another company (including in connection with any bankruptcy or similar proceedings), and (e) with your consent or at your direction.

We may also disclose aggregated or de-identified information, which cannot reasonably be used to identify you. Nestlé processes, maintains, and uses this information only in a de-identified fashion and will not attempt to re-identify such information except as permitted by law.

Third Party Sites and Content

Our Site may include links to other websites and embedded content such as videos provided by third parties or social media plugins. Those parties' privacy practices may differ from those of Nestlé. If you engage with any of those third-party providers, your information is governed by their privacy statements. We encourage you to carefully read the privacy statement of any website you visit.

Data Retention

The length of time we retain your personal data depends on the status of our relationship with you and the requirements of applicable law.

If you are not accepted for a role, we may keep your application information, including any relevant personal

data, to allow us to consider you for other career opportunities with Nestlé and provided that, if required by applicable laws, we obtained your prior consent for such longer retention of your personal data. If you do not wish to be considered for future career opportunities, we will delete your personal data at your request to the extent permitted by applicable law.

If you accept employment with Nestlé, your personal data will become part of your employment record and will be used for employment purposes in accordance with applicable law and any applicable employee privacy notice. We will retain your personal data for as long as your engagement with us lasts and for a certain period thereafter, after which point it will be deleted or archived in accordance with applicable law. To determine that period, we take into account a number of factors, including our legal and regulatory requirements under applicable law(s) (such as financial reporting obligations and equal opportunity or anti-discrimination reporting obligations) and whether we may need to retain personal data to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes, and/or enforce our agreements.

Your Privacy Rights and Choices

Depending on where you reside, you have certain rights with respect to your personal data, including:

- **Right of Access:** You may ask us to confirm whether we are processing your personal data and, if so, to provide you with a copy of the personal data we hold about you (along with certain other details).
- **Right to Correction:** If the personal data we hold about you is inaccurate or incomplete, you may ask for correction or completion.
- **Right to Deletion:** You may ask us to delete or remove your personal data in some circumstances—for example, if we no longer need it.

Any request to exercise one of these rights will be assessed by Nestlé on a case-by-case basis. There may be circumstances in which we are not legally required to comply with your request because of a relevant legal exemption provided for under applicable law. We will not discriminate or retaliate against you for exercising your privacy rights, and your decision to exercise any of these rights will not affect your application or the company's consideration of it. If you choose not to disclose certain personal data, however, we may not be able to proceed with the recruitment process. Please note that, in certain circumstances, we will not be able to delete your personal data without also deleting your user account.

Nestlé USA, Inc.

To request access, correction, or deletion of your personal data, please click the hyperlink to access the [Nestle USA Webform](#) if you are a Nestlé USA, Inc. Applicant.

Alternatively, you may also complete a request by emailing us at workforceprivacy@us.nestle.com indicating “privacy matter” in the subject line or calling 1-(800)-225-2270. You may designate an authorized agent to exercise privacy rights on your behalf by providing the authorized agent signed permission to submit the request on your behalf. If an authorized agent submits a request on your behalf, we may need to contact you to verify your identity and protect the security of your personal data.

Nespresso USA, Inc.:

To request access, correction, or deletion of your personal data, please click the hyperlink to access the [Nespresso Webform](#) if you are a Nespresso USA, Inc. Applicant.

Alternatively, you may also complete a request by emailing us at workforceprivacy@us.nestle.com indicating “privacy matter” in the subject line or calling 1-(800)-562-1465. You may designate an authorized agent to exercise privacy rights on your behalf by providing the authorized agent signed permission to submit the request on your behalf. If an authorized agent submits a request on your behalf, we may need to contact you to verify your identity and protect the security of your personal data.

Nestlé Purina PetCare Company, Inc.:

To request access, correction, or deletion of your personal data, please click the hyperlink to access the [Purina USA Privacy Webform](#) if you are a Nestle Purina PetCare Company, Inc. Applicant.

Alternatively, you may also complete a request by emailing us at workforceprivacy@purina.nestle.com indicating “privacy matter” in the subject line. You may designate an authorized agent to exercise privacy rights on your behalf by providing the authorized agent signed permission to submit the request on your behalf. If an authorized agent submits a request on your behalf, we may need to contact you to verify your identity and protect the security of your personal data. If you are an authorized agent seeking to make a rights request, please contact us at workforceprivacy@purina.nestle.com indicating “authorized agent privacy matter” in the subject line.

Nestlé Health Science:

To request access, correction, or deletion of your personal data, please email us at NHScLegal@us.nestle.com and indicate “Privacy Matter” and the type of request you are making in the subject line of your message. You may designate an authorized agent to exercise privacy rights on your behalf by providing the authorized agent signed permission to submit the request on your behalf. If an authorized agent submits a request on your behalf, we may need to contact you to verify your identity and protect the security of your personal data. If you are an authorized agent seeking to make a rights request, please contact us at NHScLegal@us.nestle.com indicating “Authorized Agent Privacy Matter” in the subject line.

“Sales” and “Sharing” of Personal Data

We do not “sell” or “share” your personal data as those terms are defined under applicable law.

Additional Disclosures

In the preceding 12 months, we have collected the following categories of personal data: identifiers; characteristics of protected classifications under California or U.S. federal law; audio, visual, or other sensory information; professional or employment-related information; education information; inferences; and sensitive personal data. We collect such categories of personal data directly from you when you submit information to us, indirectly from third parties such as named references, automatically through surveillance equipment or other devices, and we also develop data during our interactions with you.

We collect, use, and disclose personal data for the following business purposes: recruiting and hiring; assessing the suitability of applicants for employment or engagement; fulfilling legal or regulatory requirements; protecting the interests of Nestlé and others; operating third-party relationships; conducting our business; and as otherwise explained in this Notice. We do not use or disclose your sensitive personal data for purposes other than those expressly permitted by California law.

In the preceding 12 months, we have disclosed the following categories of personal data for business purposes to the following categories of recipients:

<i>Category of Personal data</i>	<i>Categories of Recipients</i>
Identifiers, such as your name, mailing address, and email address	Nestlé affiliates, recruitment service providers, technology integration partners, fraud detection and security service providers, government authorities, regulators, and professional advisors
Characteristics of protected classifications under California or U.S. federal law, such as your gender and age Recruitment	Nestlé affiliates, recruitment service providers, technology integration partners, fraud detection and security service providers, government authorities, regulators, and professional advisors

Audio, visual, or other sensory information, such as data from CCTV	Fraud detection and security service providers, recruitment service providers
Professional or employment-related information, such as your resume and application information	Nestlé affiliates, recruitment service providers, fraud detection and security service providers, technology integration partners
Education information, such as the education you disclose in your application	Nestlé affiliates, recruitment service providers, technology integration partners
Inferences, such as your job aptitudes based on the education you disclose in your application	Nestlé affiliates, recruitment service providers, fraud detection and security service providers, government authorities, regulators, and professional advisors
Sensitive personal data, such as your racial or ethnic origin	Nestlé corporate affiliates, recruitment service providers, government authorities, and regulators

Contact Us and Updates to this Notice

From time to time, we may change this Privacy Notice for Job Applicants. If we do, we will notify you by revising the date below. If we make material changes, we will provide reasonable notice of such changes as may be required by applicable law, such as by sending you a notification.

Nestlé USA, Inc. and Nespresso USA, Inc.

If you have any requests or questions concerning your personal data, or this Notice or wish to make a complaint or exercise any of the rights specified in this Notice, please contact us, at workforceprivacy@us.nestle.com indicating “privacy matter” in the subject line, or write to us by mail at:

Nestlé USA, Inc.
ATTN: Legal
1812 N. Moore Street
Arlington, VA, 22209

If you are an authorized agent, please contact us at workforceprivacy@us.nestle.com indicating “authorized agent privacy matter” in the subject line.

Nestlé Purina Petcare Company, Inc.

You can reach us about this Notice or our privacy practices at:

Nestlé Purina PetCare
P.O. Box 340
Neenah, WI 54957

Or Email: workforceprivacy@purina.nestle.com
Or Call: Office of Consumer Affairs, 1-800-778-7462

Nestlé Health Science

To contact us about this Notice and/or our privacy practices, please [Contact Us](#) at:

Nestlé Health Science
121 River Street, 9th Floor
Hoboken, NJ 07030

Or Call: 1-800-422-2752

Effective: 05/11/2023