

# **Perdue Associate Privacy Notice**

## **1. Introduction and Purpose**

This Associate Privacy Notice (the “Notice”) outlines Perdue Farms Inc. and all of its subsidiaries, (identified herein as “Perdue” or with “we” or “our”) commitment to protecting the personal data of its associates. The purpose of this Notice is to inform you about the types of data we collect about our associates, and to maintain transparency in our data handling practices.

Perdue collects various categories of personal information in the ordinary course of doing business. “Personal Information” is information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked (directly or indirectly) with a particular identified or identifiable individual, device, or household; or as that term or similar terms are defined under applicable law. Examples include an individual’s name, contact information, identification number(s), location information, online identifier(s) (e.g., IP address or device ID), biometric information, and payment information.

Personal Information does not include (1) publicly available information from government records; (2) information excluded or covered by other applicable laws or statutes (e.g., the Health Insurance Portability and Accountability Act of 1996 (HIPAA)); or (3) de-identified or aggregated information. When we de-identify personal information, we have implemented reasonable measures as required by law to ensure that the de-identified data cannot be associated with any individual or customer. We will only maintain and use such data in a de-identified manner and do not attempt to re-identify the data, except as permitted by law.

This Notice applies to all current and former associates employed by Perdue, including full-time, part-time and temporary or contract workers (collectively, “associates” or “you”). This Notice does not apply to (i) job applicants or consumers, or (ii) to employees in the context of their personal use of our products and services, which are subject to different notices. If you are an independent contractor providing services to Perdue, please contact your direct employer to inquire about its privacy and data protection practices.

## **2. Data Collected**

Perdue may collect and process the following types of personal information, including sensitive personal information about you, for the purposes described in Section 4.

- information you provide to us during the recruitment process, including your resume or curriculum vitae, application information, work history, education, degrees, academic records, languages and qualifications, references and any professional licenses, memberships, or certifications;
- contact and demographic information, including your name, address, telephone numbers (home, mobile/cell, work), email address, citizenship/nationality, date of birth, gender, and immigration or work permit information if applicable;

- background check information (including criminal or judicial data);
- identifiers, such as your national ID details, tax identification number, social security or national insurance number, passport number, and, where required for your job, your driver's license number;
- financial information for compensation and benefits purposes, such as your salary, other remuneration, your banking account and details, information on raises and bonuses, withholding, taxes or garnishments, your benefits package and information and details associated with pensions, retirement or insurance programs that may be offered in your country;
- information about your job and position, including the employee identification number, badge number, job title and description, job level, grade or range, department and manager, reporting lines, work location, cost center, business unit or group, work status such as full time or part time, working hours, probation period if applicable, and employment terms and conditions, and information regarding resignation, termination, layoffs/reorganization;
- information related to your work evaluations and performance, including regular evaluation details, reviews and feedback, details about performance plans, any disciplinary information, and information associated with professional development such as trainings (both internal and external), courses, seminars and conferences, succession planning information;
- information related to your use of Perdue technology, network and devices if applicable, such as username, password, network usage, contact details, work telephone number and device data (computer, telephone, tablet ID number), company photo, if provided;
- information about your personal or family life for benefits administration purposes, including marital status, sexual orientation, dependents, beneficiaries and partner/spouse, and emergency contact information, medical information (including genetic information), health insurance information and policy numbers;
- information about your working hours and leaves, including attendance, holiday/vacation, leaves or absences;
- travel and expense information, such as credit card information (including corporate-issued cards), bank details (e.g., account and routing numbers, etc.), booking and itinerary details, travel rewards numbers;
- information associated with mobility, transfers and relocation (either upon hiring or as part of a transfer or work assignment), including family details, immigration status and nationality/citizenship, and tax and social security information; and
- information related to health and safety in the workplace, including any accident or injury reports and any remediation.

We may maintain the information we collect when we conduct pre-employment verification of your identity, address, or references and, where permitted by local law, the verification of background checks (including criminal or judicial data) about you.

### Sensitive Personal Information

During onboarding and throughout your employment relationship, we may collect sensitive Personal Information subject to the conditions of applicable law. Our collection, use, and disclosure of sensitive Personal Information is generally limited to what is reasonable and proportionate to the purpose for which we collect it. For example, you may need to provide us or with medical information to allow us to manage illness, incapacity, or disability issues, or to make a reasonable accommodation.

## **3. Sources of Data Collected**

Perdue may collect Personal Information about you from the following sources:

- You;
- Prior employers, references, recruiters;
- Job-related social media platforms, such as where you apply to a job, complete the job application, and attach your resume;
- Third-party sources of demographic information;
- Third-party companies, such as background check companies, drug testing facilities;
- Claim administrators and investigators; and
- Perdue devices.

## **4. Purposes of Processing**

Perdue processes Personal Information, including sensitive personal information, for the purposes described below, including:

- For hiring, retention, and employment purposes, including:
  - to administer your employment relationship with us;
  - to verify your identity;
  - to onboard and offboard associates;
  - compensation and benefits administration, including health benefits;
  - disability accommodation; and
  - to conduct background checks and drugs screenings (where required by law or policy).
- To operate, manage, and maintain our business;
- To otherwise accomplish our business purposes and objectives, including, for example:

- Providing emergency services as needed;
- Maintaining our facilities and infrastructure;
- Quality and safety assurance measures;
- Conducting risk and security controls and monitoring;
- Protecting confidential and trade secret information; and
- Detecting and preventing fraud.
- Performing accounting, audit, and other internal functions, such as internal investigations, which includes collection of the contents of your mail, email, and text messages when we are not the intended recipient of the communication; and
- Complying with the law, legal processes, and internal policies, including records retention, responding to legal requests for information and handling legal claims;
- For the purpose of protecting employee health and safety in workplaces;
- To pursue our legitimate interest in securing our information and information systems. More information about these practices is described in the [Perdue Information Security Policies](#);
- In exceptional cases, we may need to process your Personal Information if it is necessary to protect your vital interests such as in case an accident happens at work or during work business travel; and
- From time to time, Perdue may also monitor your individual activity for safety and performance. Examples of monitoring include monitoring your use of Perdue's information technology assets (including internet usage), your physical activity with badge readers, sign-in sheets, and surveillance cameras

## **5. Data Retention**

Perdue will retain your Personal Information for as long as is needed to fulfill the purposes set forth in this Notice, unless a longer retention period is required or permitted by law (such as for tax, accounting, or other legal requirements).

## **6. Legal Framework and Compliance**

Perdue is committed to complying with all relevant data privacy laws and regulations, including the California Consumer Privacy Act (CCPA). The company ensures that its data processing activities adhere to these legal frameworks, thereby protecting employee privacy and rights.

## **7. Data Security Measures**

Perdue employs robust security measures designed to protect employee data, including, but not limited to:

- Encryption of sensitive data
- Access controls to limit data access to authorized personnel only
- Regular security audits and assessments
- Restricting access to external file sharing sites

In the event of a data breach, Perdue has established procedures designed to promptly address and mitigate the breach, including notifying affected associates and relevant authorities as required by law.

## 8. California Employee Rights

Associates located in California have the following rights concerning their personal data:

- **Right to Know/Request Access.** The right to know what Personal Information we have collected about you, including the categories of Personal Information, the categories of sources from which the Personal Information is collected, the business or commercial purpose for collecting, selling, or sharing Personal Information, the categories of third parties to whom we disclose Personal Information, and the specific pieces of Personal Information we have collected about you.
- **Right to Correct.** Subject to certain restrictions, you have the right to request that we correct inaccuracies in your Personal Information.
- **Right to Delete.** Subject to certain conditions and exceptions, you have the right to request deletion of your Personal Information that we have collected about you.
- **Right to Opt-Out.** You have the right to opt-out of “sales” and “sharing” of your Personal Information, as those terms are defined under applicable law. However, we do not sell or share our associates’ Personal Information.
- **Right to Limit Use and Disclosure.** We do not engage in uses or disclosures of Personal Information that would trigger the right to limit use of sensitive Personal Information under applicable law.
- **Right to Non-Discrimination.** We will not discriminate against you for exercising any of the rights described in this section.

Associates may submit a request to exercise these rights via the hotline at 877.587.2463.

We will take steps to verify your request by providing you with instructions to authenticate your identity and/or matching the information provided by you with the information we have in our systems. We will process your request based upon the Personal Information in our records that is linked or reasonably linkable to the information provided in your request. In some cases, we may request additional information in order to verify your request or where necessary to process your request. If we are unable to adequately verify a request, we will notify the requestor.

Authorized agents may initiate a request on your behalf using the same methods described above. Authorized agents will be required to provide proof of their authorization, and we may also require that you verify their identity and the authority of the authorized agent. You may also provide us with a signed and dated power of attorney naming the authorized agent as your representative.

We reserve the right to reject (1) authorized agents who have not fulfilled the above requirements, or (2) automated rights requests where we have reason to believe the security of the requestor's Personal Information may be at risk.

## **9. Data Sharing and Third Parties**

Perdue may share employee data with third parties, such as service providers and government agencies, only when necessary and in compliance with legal obligations. Consent for data sharing is obtained from employees where required, and third parties are contractually obligated to protect the data and use it solely for the intended purposes.

## **10. Associate Obligations**

Please keep Personal Information up to date and inform us of any significant changes to Personal Information. You agree to inform your dependents whose Personal Information you provide to us about the content of this Notice and to explain the use (including transfer and disclosure) of that Personal Information by us as set out in this Notice.

## **11. Notification and Transparency**

Associates are informed about Perdue's privacy practices and policies through this Notice and other communications. For any questions or concerns regarding this Notice or Perdue privacy practices contact the appropriate Director of Human Resources.

## **12. Notice Enforcement and Compliance**

Perdue enforces this Notice through regular monitoring and audits to ensure compliance. Any violations of this Notice are addressed promptly, with corrective actions taken as necessary. Associates are encouraged to report any suspected privacy violations to the appropriate Director of Human Resources.

This Notice is effective as of January 1, 2026 and will be reviewed periodically to ensure continued compliance with applicable laws and regulations. Any changes to this Notice will be published on the Perdue intranet and will be communicated to associates.