

# Applicant Privacy Notice

*Last updated: January 6, 2026*

Perdue Farms Inc. and our subsidiaries and affiliates (collectively, "Perdue," "we," or "our") have developed this Applicant Privacy Notice ("Notice") to inform you about our data collection and use practices with respect to personal information obtained from individuals who apply for jobs with Perdue ("Prospective Employees" or "you").

## **The Personal Information That We Collect**

As part of the recruitment process, and to carry out obligations or other activities as a prospective employer, we may collect the following categories of personal information and sensitive personal information about Prospective Employees:

- **Identifiers**, such as name, contact information, Social Security Number, driver's license number or state ID card number, passport number, federal identification authorizing work in the United States, and other unique personal identifiers.
- **Recruitment information**, such as:
  - your resume or CV, cover letter, employment and education history, degrees and academic records, certifications, professional memberships and licenses, and references;
  - information relating to the verification of your identity or residence;
  - information received from background checks, including information provided by third-parties, and where applicable, DMV records and driving related information;
  - information from publicly accessible sources or third-party platforms, such as professional networking sites;
  - information collected during phone screenings and interviews, including information related to compensation and benefits, or other information you provide to us in support of an application and/or the application and recruitment process;
  - information about age, date of birth, gender, classifications protected under state or federal Equal Employment Opportunity laws (such as race or national origin);
  - medical condition or information, health insurance information, and policy number;
  - information related to any assessment you may take as part of the interview screening process; and
  - information related to previous applications or previous employment history with Perdue.

## **The Sources of Personal Information**

We may collect information about Prospective Employees from the following sources:

- You;
- Prior employers, references, recruiters, educational institutions, credentialing and licensing organizations, job-related social media platforms;
- Third-party sources of demographic information;
- Third-party companies, such as pre-employment screening and background check companies, drug testing facilities; and
- Other sources as directed by you.

## **How We Use Your Personal Information.**

The personal data collected from prospective employees will be processed for the purposes of managing recruitment-related activities, including:

- Assessing your skills, qualifications, and suitability for the position you have applied for;
- Verifying your information, conducting background and reference checks;
- Communicating with you throughout the recruitment process;
- To you about future job opportunities if you have expressed interest in receiving such notifications, including via email and text message;
- Keeping records related to our hiring processes, for only as long as appropriate under the circumstances;
- Creating and submitting reports as required by applicable laws or regulations;
- To comply with our legal, regulatory, or other corporate governance requirements;
- Analyzing and improving our application and recruitment process; and
- Other business purposes.

Data collected from prospective employees will be processed by authorized personnel involved in the hiring process, and we may share your information with third-party service providers who assist us in recruitment activities, such as applicant tracking systems and background check services. These third parties are obligated to protect your data and use it only for the purposes we specify.

## **Retention of Personal Information.**

We will retain data collected from prospective employees for as long as necessary to complete the recruitment process for the position(s) for which you apply. If your application is unsuccessful, we may keep your data on file for a limited period in accordance with applicable laws and regulations, unless you request its deletion, to consider you for future employment opportunities and to help us better understand, analyze, and improve our recruitment processes, or a legal challenge related to a recruitment decision. If you are hired, your data will become part of your employee record and will be retained in accordance with our employee data retention policies.

## **Data Security.**

We are committed to safeguarding your personal information throughout the recruitment process and take appropriate measures to protect it from unauthorized access, disclosure, or misuse. If you have any questions or concerns about how we handle the data of prospective employees, please contact us using the contact information provided in this Applicant Privacy Notice.

## **California Prospective Employees.**

The California Consumer Privacy Act (“CCPA”) as amended by the California Privacy Rights Act (“CPRA”) provides California Prospective Employees with certain rights:

- Right to Know. You have the right to know the categories of personal information collected about you, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting the 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 (typically for the 12-month period preceding your request);

- Right to Correct. You have the right to correct inaccuracies in the personal information we have collected about you;
- Right to Delete. You have the right to request that we delete the personal information we have collected about you;
- Right to Non-Discrimination. You have the right not to be discriminated or retaliated against for exercising your privacy rights.

Perdue does not sell or otherwise disclose the personal information of California Prospective Employees for monetary or other consideration to any third parties. Perdue does not share the personal information of California Prospective Employees with third parties for cross-context behavioral advertising.

To exercise any of these rights, please contact us using the following information:

- By email [privacy@perdue.com](mailto:privacy@perdue.com)
- By phone at 1-800-4PERDUE (473-7383)

#### **Updates to this Applicant Privacy Notice.**

We may modify this Applicant Privacy Notice from time to time. The "LAST UPDATED" legend at the top of this Applicant Privacy Notice indicates when the Notice was last revised, and we encourage you to check this Applicant Privacy Notice periodically. Any changes will become effective when we post the revised Applicant Privacy Notice on our website. Your use of the website following these changes means that you accept the revised Notice.

#### **How to Contact Us.**

If you have any questions about this Applicant Privacy Notice or the ways in which Perdue collects and uses your personal information, please contact us at [privacy@perdue.com](mailto:privacy@perdue.com) or 1-800-4PERDUE (473-7383).