

# KING RANCH CANDIDATE PRIVACY POLICY (California)

Last Updated: March 4, 2024

The purpose of this job candidate privacy policy (“Privacy Policy”) is to inform you about how your personal information is processed by King Ranch, Inc., or a subsidiary (“King Ranch”, “we”, “us”, “our”), when we receive your personal information in connection with job opportunities at King Ranch. If you are not a California resident, please refer to our general Candidate Privacy Policy, [here](#). You should review what is described in this notice prior to submitting data to us.

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Although this notice may be translated into other languages for convenience, this English language version is the controlling version.

We reserve the right to make changes to this Privacy Policy at any time and for any reason. Any changes will be reflected in a revised policy posted and we will alert you that there has been a change by updating the “Revised” date displayed on the Privacy Policy. If King Ranch determines that such changes materially affect your privacy rights, we will provide additional notice to you.

**What Information Do We Collect?** We may collect information about you in a variety of ways but generally speaking it is done through your job application or through the course of your employment. The types of information we may collect include, but are not limited to:

**Information You Provide To Us.** If you apply for employment or an engagement either directly with King Ranch or through a partner, we may collect some or all of the following information about you:

- Your name, address, and contact details, including email address and telephone number;
- Your qualifications, skills, experience, and employment history;
- Sample work product such as examples of software code or your written work;
- Anonymous demographic diversity data;
- Details about your current or expected future compensation / consultancy fee;
- Information about your nationality, residency, or entitlement to work in the relevant jurisdiction. This may include your social security number;
- Government ID such as a driver’s or professional license number;
- Information contained in your application or resume; and
- Any other information that you voluntarily provide to us.

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Information We Collect About You. If you apply via an online portal or similar means, we also may collect your IP address.

Additional Information. Sometimes we will collect personal information about you from third parties. For example, we might:

- Obtain professional references from a former employer or other relevant reference that you identify to us;
- Receive your personal information from a third party job candidate platform such as Indeed;
- Conduct watch list checks (to ensure candidates are not identified as restricted, sanctioned, or prohibited individuals and thus prohibited from certain activities or industries); and
- Engage a background check provider to undertake an employment, credit, and/or criminal background check.

Background Check. When we perform background checks related to credit history, involving criminal record data or where we collect any personal data that may be considered sensitive personal data in the applicable jurisdiction, we are required to provide applicants from certain jurisdictions with additional notices and disclosures and, in some cases, an opportunity to consent. If those requirements apply, you will receive links to those notices and disclosures, and a mechanism for providing or declining to provide such consent, at the email address you provided to us.

**Why Do We Process Your Personal information?** We require your personal information in order to: (a) fulfil our legal obligations (e.g., verify your eligibility to work in the applicable location), (b) process your application and consider you for a position with us including by conducting interviews, collecting references, and undertaking certain types background checks all to make the most appropriate recruitment decisions for our business, and (c) if hired by King Ranch, as part of your on-going employment. Except as specifically identified below, the lawful basis for our processing is compliance with our legal obligations and protecting our legitimate interests, including but not limited to our legitimate business and/or employment related purposes.

Processing data from applicants allows us to:

- Review and manage candidate applications and supporting materials;
- Administer and manage offers and communications with candidates;
- Contacting individuals or applicants about existing or future opportunities at King Ranch or its affiliates;
- Meet our obligations with respect to any recruiting agencies that are acting on your behalf; and
- Administer, manage, and improve our recruiting operations.

**Your Right to Withdraw.** In any case where we may indicate that the lawful basis on which we have collected and processed your personal information is your consent, you can withdraw your consent at any time by contacting us via email at: [CorpHR@king-ranch.com](mailto:CorpHR@king-ranch.com). Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal information conducted in reliance on lawful processing grounds other

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than consent. If you fail to provide certain information when requested, however, please note that we may not be able to continue with your application or conclude any agreement with you because we may be prevented from complying with our legal obligations without such information.

**Who Has Access to Your Personal information?** In connection with the purposes described above, in the past 12-months we have disclosed personal information to the following categories of businesses:

- Our subsidiaries, affiliates, service providers (e.g., providers of IT services, recruitment platforms, and background check agencies), and advisors;
- Fraud prevention agencies and law enforcement agencies;
- Courts, governmental and non-governmental regulators, and ombudsmen;
- Any third party that acquires, or is interested in acquiring or securitizing, all or part of our assets, shares, partnership interests, and/or membership interests, or that succeeds us in carrying on all or a part of our businesses, whether by merger, acquisition, reorganization, or otherwise; or
- As required or permitted by law, including to comply with a subpoena or similar legal process or government request, or when we believe in good faith that disclosure is legally required or we have a legitimate interest in making a disclosure, such as where necessary to protect our rights and property.

King Ranch does not sell or share any candidate personal information.

**Exercise Your Privacy Rights.** King Ranch takes privacy seriously. Where applicable, you have certain rights, which entitles you to make certain requests of King Ranch. You can make these requests directly or through an authorized agent (subject to certain requirements). These rights include:

- A. Access – the right to obtain the specific pieces of personal information we have collected about you.
- B. Rectification – the right to have your personal information corrected if it is inaccurate, and depending on the purposes of processing, you may also ask to have incomplete personal information completed.
- C. Erasure – the right to have the personal information we collected from you deleted. The right of erasure does not apply under certain circumstances including if the processing is necessary for our compliance with a legal obligation.
- D. Restrict processing – the right to restrict processing of your personal information under certain circumstances such as if you contest the accuracy of the personal information (and only for so long as it takes to verify that accuracy), the processing is unlawful and you have requested restricting the processing rather than erasure, or if we no longer need the personal information but you need it to establish, exercise, or defend a legal claim.
- E. Portability – the right to receive the personal information you provided to us (and not any other information) under limited circumstances such as if the basis for processing the personal information was consent or necessary for the performance of a contract with you, or the processing is carried out by automated means.

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- F. Automated processing – the right to not be subject to a decision based solely on automated processing, including profiling.
- G. Object to processing – the right to object to the processing of your personal information to the extent our basis for processing is our legitimate interests or in the performance of a task carried out in the public interest. If you object, we will stop processing your personal information unless we can demonstrate compelling legitimate grounds for the processing, which override your interests, rights, and freedoms or we require the personal information to establish, exercise, or defend a legal claim.
- H. We will respond to your request to exercise any of the above rights in writing (including via email), or orally if requested, as soon as practicable and in any event not more than one month after receipt of your request. In exceptional cases, we may extend this period by up to two months and we will tell you why. If you would like to exercise any of these rights, please contact us using the contact details provided above.

In order to exercise any of the rights detailed above, you may email us here: CorpHR@king-ranch.com . Depending on the type of data requested, King Ranch may require additional forms of identification for proof of verification. Exercising your rights under this section will not result in any discrimination by King Ranch. We will treat you the same as any other user. If you disagree or dispute a decision that has been made on the scope or application of the rights described in this clause, you may appeal this decision by contacting CorpHR@king-ranch.com .

**Retention Period.** King Ranch shall only store personal information for as long as it is required. This is determined by considering the purposes for which it was obtained in accordance with applicable laws. Our retention period is based on (1) the nature of our relationship with you and (2) any legal obligations we are bound to fulfill.

**Submitting Information From Outside The United States.** We control and operate the online and mobile resources from within the United States of America (the “U.S.”). Information collected through the Website and services may be stored and processed in the United States or any other country in which we or our vendors maintain facilities. Although we do not actively block or monitor visitors from other countries, the website is directed only at visitors from the U.S. As such, this Privacy Policy is consistent with U.S. law and practice and is not adapted to other laws (including European data security and privacy laws). King Ranch will apply the applicable laws of the U.S. including as embodied in this Privacy Policy in place of data protections under your home country's law. That is, you freely and unambiguously acknowledge that this Privacy Policy, not your home country's laws, controls how we will collect, store, process, and transfer your personal information. Similarly, the English language version of this Privacy Policy is the controlling version regardless of any translation you may attempt.

Contact Us. If you have questions or comments about this Privacy Policy, please send us an email at CorpHR@king-ranch.com. If you prefer, you may also contact us via physical mail or call at:

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