

## California Candidate Privacy Statement

### **P&G Global Candidate Privacy Notice**

#### **This notice supplements P&G's Global Candidate Privacy Notice**

This California Candidate Privacy Statement supplements the P&G Global Candidate Privacy Notice (click [here](#) to view the Global Policy) and applies solely to California candidates. This California Candidate Privacy Statement uses certain terms that have the meaning given to them in the California Candidate Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the "CCPA").

#### Notice of Collection and Use of Personal Information

P&G may collect (and may have collected during the 12-month period prior to the effective date of this California Candidate Privacy Statement) the following categories of personal information about you:

- **Identifiers:** identifiers such as a real name, alias, postal address, zip codes, unique personal identifier (such as a device identifier; cookies, beacons, pixel tags, mobile ad identifiers, and similar technology; candidate number, unique pseudonym, or user alias; telephone number and other forms of persistent or probabilistic identifiers), online identifier, IP address, email address or hashed email address, account name, Social Security number, driver's license number, passport number, and other similar identifiers
- **Additional Data Subject to Cal. Civ. Code § 1798.80:** signature, physical characteristics or description, state identification card number, bank account number, education information, and medical information
- **Protected Classifications:** characteristics of protected classifications under California or federal law, such as race, color, national origin, age, sex, gender, gender identity, gender expression, marital status, medical condition, disability, citizenship status, and military and veteran status
- **Online Activity:** Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites, applications or advertisements
- **Sensory Information:** audio, electronic, visual, and similar information
- **Employment Information:** professional or employment-related information such as resume or CV; prior work history including references; data from LinkedIn profiles and similar platforms; academic data such as education and degree information; professional licenses, certifications and memberships and affiliations; personal and professional skills (e.g., languages spoken), interests and hobbies, and professional goals and interests
- **Education Information:** education information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99)

- **Inferences:** inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes, except that we do not process sensitive personal information for the purpose of inferring characteristics about you.
- **Data related to your interaction with our recruiting processes and systems:** e.g. assessment results and interview impressions and/or your stage of completion in P&G's application process.

To note, P&G does not collect or process sensitive personal information, as defined by CCPA, for the purposes of inferring characteristics about you.

P&G may use (and may have used during the 12-month period prior to the effective date of this California Candidate Privacy Statement) your personal information for the purposes described in the P&G Global Candidate Privacy Notice and for the following business purposes:

- Managing career opportunities with P&G;
- Performing services, including maintaining or servicing accounts, providing customer service, processing or fulfilling orders and transactions, verifying customer information, processing payments, providing financing, providing analytics services, providing storage, or providing similar services;
- Providing advertising and marketing services, including by sending you news and updates about P&G careers and roles by email, and by sharing your data in hashed form with advertising partners who may show information about P&G careers and job roles that may be available to you and others like you through online channels (including, but not limited to, channels such as LinkedIn, Instagram, Meta, Facebook, Google, TikTok, and/or YouTube);
- Auditing related to counting ad impressions to unique visitors, verifying positioning and quality of ad impressions, and auditing compliance;
- Short-term, transient use, such as nonpersonalized advertising shown as part of your current interaction with us;
- Helping to ensure security and integrity;
- Undertaking activities to verify or maintain the quality or safety of our services or devices and to improve, upgrade, or enhance them;
- Debugging to identify and repair errors; and
- Undertaking internal research for technological development and demonstration.

#### Retention of Personal Information

P&G will keep candidate personal information for a period of three (3) years, except in certain cases where you do not become employed by P&G, in which case P&G may delete certain types of personal information sooner. See the P&G Global Candidate Privacy Notice for further details.

#### Sources of Personal Information

During the 12-month period prior to the effective date of this California Candidate Privacy Statement, we may have obtained personal information about you from the following categories of sources:

- Directly from you, such as when you submit your resume or complete a form

- Other individuals, such as individuals who refer you for a position
- Your devices, such as when you visit our website or use our mobile app
- Our affiliates
- Vendors who provide services on our behalf
- Online advertising services
- Data analytics providers
- Operating systems and platforms
- Social networks
- Recruiting and talent agencies
- Job references, such as your employers or teachers
- Data brokers, such as public databases, credit bureaus, credit reporting service providers and background check services

#### Sale or Sharing of Personal Information

P&G does not sell your personal information in exchange for monetary compensation. We may share your personal information by allowing certain third parties (such as online advertising services) to collect personal information via automated technologies on our websites and apps for cross-context behavioral advertising purposes. P&G may also share data extracts containing your personal information with its advertising partners, and P&G's advertising partners may show information about P&G careers and job roles that may be available to you and others like you through online channels (including, but not limited to, channels such as LinkedIn, Instagram, Meta, Facebook, Google, TikTok, and/or YouTube). These kinds of sharing may be considered a "sale" under California law when the personal information is exchanged for non-monetary consideration. You have the right to opt out of these types of disclosures of your information.

We may sell or share for cross-context behavioral advertising purposes (and may have sold or shared during the 12-month period prior to the effective date of this California Candidate Privacy Statement) the following categories of personal information about you to online advertising services and social networks:

- Identifiers
- Online Activity
- Inferences
- National origin
- Citizenship status
- Gender
- Employment information
- Data related to your interaction with our recruiting processes and systems

You have the right to opt-out of this disclosure of your information, as detailed below. We do not have actual knowledge that we sell or share the personal information of minors under 16 years of age.

#### Disclosure of Personal Information

Including the 12-month period prior to the effective date of this California Candidate Privacy Statement, we may have disclosed and may disclose the following categories of personal information about you for a business purpose to the following categories of third parties:

Category of Personal Information	Categories of Third Parties
Identifiers	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations, such as auditors and law firms</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Additional Data Subject to Cal. Civ. Code § 1798.80	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Protected Classifications	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Online Activity	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> </ul>

	<ul style="list-style-type: none"> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Sensory Information	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Employment Information	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Education Information	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Inferences	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Vendors who provide services on our behalf</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> </ul>

	<ul style="list-style-type: none"> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>
Data related to your interaction with our recruiting processes and systems	<ul style="list-style-type: none"> <li>• Our affiliates</li> <li>• Professional services organizations</li> <li>• Online advertising services</li> <li>• Data analytics providers</li> <li>• Operating systems and platforms</li> <li>• Social networks</li> <li>• Data brokers, such as credit bureaus, credit reporting service providers, background check services</li> </ul>

In addition to the categories of third parties identified above, including the 12-month period prior to the effective date of this California Candidate Privacy Statement, we may have disclosed and may disclose personal information about you to government entities and vendors who provide services on our behalf if we are required to do so by law or legal process; to enforce or protect the rights and policies of P&G; to assist in the investigation of suspected or actual misconduct or illegal activity; and/or as part of a sale of a P&G business to another company.

California Candidate Privacy Rights

You have certain choices regarding your personal information, as described below.

- Access: You have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, disclosed, and sold about you.
- Correction: You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.
- Deletion: You have the right to request that we delete certain personal information we have collected from you.
- Opt-Out of Sale or Sharing: You have the right to opt-out of the sale of your personal information or the sharing of your personal information for cross-context behavioral advertising purposes.

**How to Submit a Request.** To submit an access, correction, or deletion request, email us at [candidatedata.im@pg.com](mailto:candidatedata.im@pg.com), call us at (833) 592-6929, or click [here](#) and select “Job Applicant”. To opt-out of the sale or sharing of your personal information, click [here](#) and select “Do Not Sell or Share My Personal Information / Opt-Out of Targeted Advertising” or call us at (833) 592-6929. To submit a request as an authorized agent on behalf of a California candidate, please contact [candidatedata.im@pg.com](mailto:candidatedata.im@pg.com).

If you are a candidate that has already applied to P&G and you have a candidate profile in Workday, you can also visit [this page](#) to delete your personal information.

**Verifying Requests.** To help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. If you

have an account with us, we may verify your identity by requiring you to sign in to your account. If you do not have an account with us, or in other scenarios that may arise, we may require you to verify your email address, home address, and/or phone number in our records and/or provide information about your prior applications with P&G (such as positions for which you applied). In addition, if you do not have a P&G account and you ask us to provide you with specific pieces of personal information, we may require you to sign a declaration under penalty of perjury that you are the candidate whose personal information is the subject of the request.

**Additional Information.** If you choose to exercise any of your rights under the CCPA, you have the right to not receive discriminatory treatment by us.

#### Other Questions or Concerns

For questions or concerns about P&G's privacy policies and practices, please email us at [candidatedata.im@pg.com](mailto:candidatedata.im@pg.com) or contact our Global Data Protection Officer at – Email: [pgprivacyofficer.im@pg.com](mailto:pgprivacyofficer.im@pg.com), Phone: +1 (513) 622-0103, Mailing Address: 1 Procter & Gamble Plaza, Cincinnati, OH 45202, U.S.A.