

LACTALIS CHEESE AND DAIRY HOLDING INC. dba LACTALIS USA B2B PRIVACY POLICY

Effective Date: January 1, 2025

This business-to-business policy (this “**B2B Policy**”) describes how Lactalis Cheese and Dairy Holding Inc. dba Lactalis USA and its subsidiaries and affiliates (collectively referred to as “**Lactalis**,” “**us**,” “**we**,” or “**our**”) collects, uses, and shares the personal information of California residents who interact with Lactalis as an employee, owner, director, officer, or independent contractor (collectively, “**Employee**”) of another company, partnership, sole proprietorship, non-profit, or government agency (collectively, “**Entity**”). It also explains your rights relating to personal information under the California Consumer Privacy Act, as amended (the “**CCPA**”).

We treat your personal information in the same manner that we treat that of other California residents in their capacity as consumers. California law protects the personal information of “natural persons” – consumers and Employees. Our privacy policy for consumers is here:

https://assets.ctfassets.net/iekdarc3ipsy/2eiPl1AKY5BOpXT7epHHW/bbb6ab3d4e0598062694ba0d693f90e8/LCDH_Consumer_Privacy_Policy.pdf

Since Paylocity hosts our recruiting page, job applicants’ use of that platform is governed by Paylocity’s privacy policy here: <https://www.paylocity.com/who-we-are/protecting-our-clients/privacy-center/>

For Employees, there are a few additions to our consumer Privacy Policy:

WHAT PERSONAL INFORMATION WE COLLECT.

In addition to the information we collect about California consumers, we may also collect the following information about you: Identifiers, including your full name; the Entity you are employed with; your personal or work email addresses; your personal or work telephone number; postal or physical address;

Professional, education or other demographic information, job title; occupation; job function; expertise; the Entity you work for such as, such as the size and industry.

HOW WE USE YOUR PERSONAL INFORMATION. In addition to the ways we use personal information about California consumers, we may also use information about you in the following ways:

Communicating With You: To communicate with you, including to obtain feedback from you about products purchased, or to offer products that may be of interest to the Entity.

Onboarding and Maintaining You as a Vendor: To manage our relationship with the Entity you are affiliated with; to arrange business-related travel and manage travel and expense programs; to reimburse you for personal expenses paid (e.g., meals, mileage) for Lactalis business; to manage job duties, evaluate performance, and operate our business; to onboard and enroll you as a vendor or supplier; to provide you with training required pursuant to Lactalis policies; to conduct business with the Entity you are affiliated with.

