



HUY FONG FOODS, INC.

~ Known Worldwide for Our **HOT** Chili Sauces ~
 4800 AZUSA CANYON RD., IRWINDALE, CA 91706-1938 TEL: (626) 286-8328 FAX: (626) 286-8522
 www.huyfong.com

CCPA PRIVACY NOTICE California employees/contractors/applicants

This Privacy Notice for California Residents applies solely to employees, contractors, and employee applicants who are California residents that meet the definition of Consumer under the California Consumer Privacy Act of 2018 (CCPA) (“consumers” or “you”). We adopt this notice to comply with the CCPA, and any terms defined in the CCPA have the same meaning when used in this notice.

The CCPA requires companies to inform consumers (including employees, contractors and applicants) about the personal information that they collect and share. There are other rights and obligations under the CCPA which currently do not apply to employers with respect to personal information of employees, contractors, and/or applicants.

Information We Collect

We collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household (“personal information”). We have collected the following categories of personal information from consumers within the last twelve (12) months:

Category	Examples of Personal Information that May Be Collected
A. Identifiers.	A real name, other names known by, postal address, unique personal identifier, internet Protocol address, email address, MAC addresses, SSIDs or other device identifiers or persistent identifiers, Social Security number, driver's license number, photographs, video images, CCTV recordings, or other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, medical information, or health insurance information.
C. Protected classification characteristics under California or federal law.	Age, race, color, national origin, ancestry, religion or creed, marital status, medical condition, physical or mental disability, medical condition, sex (including pregnancy or childbirth and related medical conditions), gender (including gender identity and gender expression), sexual orientation, genetic information, marital status, veteran/military status.
D. Commercial information.	None.

E. Biometric information.	Scan of hand or face geometry.
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website.
G. Geolocation data.	Physical location.
H. Sensory data.	Audio, visual or similar information.
I. Professional or employment-related information.	Current or past job history or performance evaluations.
J. Education information, as defined by the Family Educational Rights and Privacy Act	None.
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, predispositions, behavior, attitudes, or abilities.

Personal information does not include de-identified or aggregated consumer information.

Huy Fong Foods obtains the categories of Personal Information listed above from the following categories of sources:

- Directly from you. For example, from forms you complete or services we provide you.
- Indirectly from you. For example, from observing your actions or from information your computer or mobile device transmits when interacting with our computer system or mobile applications, among other things.
- Third parties, including temporary employment agencies who submit your information to us for an employment position and consumer reporting agencies for employment background checks.

How We Use Personal Information

We may use or disclose the Personal Information we collect from you or about you to do one or more of the following:

- to evaluate an employment application;
- determining eligibility for employment;
- administering pay and benefits;
- processing employee work-related claims;
- establishing training and/or development requirements; conducting performance and goal reviews;
- assessing qualifications for a job or task;
- gathering evidence for disciplinary action or termination;
- establishing a contact in the event of an emergency; reporting on company metrics;
- compiling directories;
- complying with applicable labor or employment statutes;
- ensuring the security of company-held information;
- as described to you when collecting your personal information or as otherwise set forth in the CCPA or subsequently agreed to by you; and
- other purposes as are reasonably required by Huy Fong Foods.

How we share personal information

Huy Fong Foods may disclose your Personal Information to a third party for a business purpose, including to our service providers. We disclose and share your personal information with the following categories of third parties:

- Service providers
- Third parties with whom you direct us to share your personal information
- Third parties as part of our employment process such as consumer reporting agencies for employment background checks

Disclosure of personal information for a business purpose

In the preceding twelve (12) months, Huy Fong Foods has disclosed the following categories of personal information for a business purpose:

Category A: Identifiers

Category B: California Customer Records personal information categories

Category C: Protected classification characteristics under California or federal law

Category E: Biometric information

Category F: Internet or other similar network activity

Category G: Geolocation data

Category H: Sensory data

Category I: Professional or employment-related information

Category K: Inferences drawn from other personal information

Other California privacy rights

Another California law permits users of our website that are California residents to request certain information regarding our disclosure of Personal Information to third parties for their direct marketing purposes. We do not disclose your Personal Information to third parties for their direct marketing purposes.

Please also know that in handling your information, we do not sell your personal information.

Changes to our CCPA employee privacy notice

Huy Fong Foods may amend this privacy notice at its discretion and at any time. When we make material changes to this privacy notice, we will post it on our website; update the notice's Effective Date above; and request employee acknowledgment of any changes.

Contact information

If you have any questions or comments about this notice, the ways in which Huy Fong Foods collects and uses your information described above your choices and rights regarding such use, or wish to exercise your rights under California law, please do not hesitate to contact us at:

Phone: (626) 286-8328

Email: customerservice@huyfong.com

Postal Address: 4800 Azusa Canyon Road, Irwindale, CA 91706