

**PETCO ANIMAL SUPPLIES STORES, INC. PRIVACY POLICY  
FOR PARTNERS & INDEPENDENT CONTRACTORS**

Last updated: May 17, 2023

This Privacy Policy describes how Petco Animal Supplies Stores, Inc. and its subsidiaries, affiliates, divisions, and related businesses (collectively, “Petco,” the “Company,” “we” or “us”) handle the personal information of our U.S. employees (also known as “Partners”) and independent contractors (collectively, “you”), and describes the privacy rights and choices available to you. This Privacy Policy applies to the personal information we collect when you work for or with Petco or otherwise provide personal information to us in relation to your professional relationship with the Company (the “Employment Services”). This Privacy Policy does not apply to your interactions with us as a customer of our commercial business (if you would like more information on how we handle customer information, please visit [Petco.com/privacy-policy](https://petco.com/privacy-policy)). This Privacy Policy uses the term “personal information” to mean information that directly or indirectly identifies you or is reasonably capable of being associated with you or your household. It also describes our handling of “sensitive” personal information or data, which is subject to additional protections under some laws. This Privacy Policy is not a contract and does not alter or amend the at-will nature of your employment with Petco. We may provide additional privacy notices or disclosures in some circumstances throughout your working relationship with us, such as if we need to conduct a background check or check your driving records. By working with or for Petco, you agree that you have read and agreed to the use of your personal information as described in this Privacy Policy.

You may click on the following links to directly access each section of this Privacy Policy:

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**1. THE INFORMATION WE COLLECT**

The following table lists the categories of personal information that we collect and have collected in the last 12 months (including sensitive personal information); the categories of sources from which we collect this information; and our business purpose for collecting the information.

<b>Categories of Information We Collect</b>	<b>Sources From Which We Collect the Information</b>	<b>Our Purpose for Collecting the Information</b>
<b>Identifiers</b> , such as real names; aliases; postal addresses; email addresses; telephone numbers; unique personal identifiers; device and online identifiers; IP addresses; Social Security Numbers; driver’s licenses; state identification cards; passports; tax identification numbers; other information from your	<ul style="list-style-type: none"> <li>• You or the devices you use to access our networks and properties</li> <li>• Professional licensing sites or authorities</li> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>

<p>government identification; signatures; account names/numbers or identifiers; work-related account log-ins in combination with required security or access codes, passwords, or credentials allowing access to work accounts; usernames; professional licensing information; emergency contact and family information related to managing or providing your benefits</p>	<ul style="list-style-type: none"> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	
<p><b>Internet Activity</b>, such as information about your interactions with our emails and digital platforms; browsing and search activity on our networks or properties; Internet Service Providers; mobile carriers; entry/exit URLs; language settings; and time zones</p>	<ul style="list-style-type: none"> <li>• You or the devices you use to access our networks and properties</li> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>
<p><b>Commercial Information</b>, such as portions of your debit or other payment card or financial account information necessary to provide direct deposits, retirement benefits, and similar work-related financial services; payroll transaction amounts and details; transactions and items purchased using Company accounts; business travel records; health insurance or other insurance policy information</p>	<ul style="list-style-type: none"> <li>• You</li> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>
<p><b>Demographic Information</b>, which may be characteristics of protected classifications under California or federal law, such as: date of birth; age; racial or ethnic origin; citizenship; color; ancestry; national origin; religious or philosophical beliefs; religion or creed; marital status; physical or mental disability or medical condition; sex; gender; gender identity; gender expression; sexual orientation; pregnancy or childbirth and related medical conditions; and veteran or military status</p>	<ul style="list-style-type: none"> <li>• You</li> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>

<p><b>Geolocation Data</b>, such as GPS coordinates; latitude and longitude; access/log information from Company badges; data derived from a device or technology that directly identifies the specific location of an individual with precision or accuracy within a radius of 1,750 or 1,850 feet (“Precise Geolocation”)</p> <p><b>Profiles &amp; Inferences</b>, such as criminal and civil background checks; driving/vehicle records; credit checks; preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, aptitudes, and similar characteristics</p>	<ul style="list-style-type: none"> <li>• You or the devices you use to access our networks and properties</li> <li>• Company vehicles, devices, badges, and security tools used to perform work for us or access our properties</li> <li>• Businesses that provide employment-related services to us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>
<p><b>Audio, Visual, Thermal, Health or Similar Information</b>, such as closed-circuit security camera footage from our physical locations; call recordings created when using our recorded telephone lines; video call/webinar recordings; photographs of you; body temperatures; drug tests/results; medical or health diagnoses and information (including but not limited to COVID-19 diagnosis, symptoms, and/or vaccination records; testing history and results; known exposures; and contact tracing information)</p>	<ul style="list-style-type: none"> <li>• You</li> <li>• Security cameras deployed in our Stores, distribution centers, parking lots, and headquarters</li> <li>• Call recordings created when you communicate on our recorded lines</li> <li>• Videos, photos, or audio-visual recordings created on or using Company systems or networks (such as Zoom or Microsoft Teams calls)</li> <li>• Medical or health providers, or public health authorities, authorized to provide information to us</li> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>
<p><b>Professional or Employment-Related Information</b>, such as your resume or CV; cover letter; employment or volunteer experience; education; professional licenses; certifications; transcripts; information you make available on third-party professional networking sites (such as your LinkedIn profile); your</p>	<ul style="list-style-type: none"> <li>• You</li> <li>• Networking, employment, and/or professional licensing sites or authorities</li> <li>• Recruiters, other candidates, former employers, or other employees who may provide us your information (to verify prior employment, for example)</li> </ul>	<ul style="list-style-type: none"> <li>• Providing and administering the Employment Services</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Preventing fraud or harm to us or others</li> <li>• Complying with employment and other applicable laws</li> </ul>

compensation and benefits expectations; references; performance evaluations; disciplinary records; job preferences; job duties; job location; hire and termination dates; salary; wages and compensation details	<ul style="list-style-type: none"> <li>• Businesses that provide employment-related services in partnership with us or on our behalf</li> <li>• Businesses we acquire</li> <li>• Our affiliates, business units, and subsidiaries</li> </ul>	
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Under some privacy laws, certain types of personal information listed above are considered “sensitive” personal information and are protected by additional rights and obligations. As described in the above table, we collect the following types of sensitive personal information: Social Security Numbers; driver’s licenses; state identification cards; passports; and other information from your government identification (which we use to verify eligibility of employment and comply with applicable laws); work-related account log-ins in combination with required security or access code, password, or credentials allowing access to the account (which we use to manage access to and security of our platforms); Precise Geolocation (which we use to monitor the location of our vehicles and property, and maintain security); racial or ethnic origin, religious or philosophical beliefs, and sexual orientation (which we use to comply with anti-discrimination laws and improve our performance in diversity and inclusion initiatives); and health information, such as physical or mental disability or diagnosis, pregnancy, COVID-19 diagnosis and/or vaccination records (which we use, for example, to comply with anti-discrimination and other applicable laws, provide benefits, and maintain safety of our operations). We only use this sensitive personal information for limited purposes such as those described above. Where required by law, we will provide you with a right to limit the use and disclosure of sensitive personal information, as described in Section 5 below (“California Residents – Privacy Rights for Partners & Independent Contractors”).

## 2. HOW WE COLLECT YOUR INFORMATION

**We collect your personal information when you provide it to us, perform your work duties, or otherwise interact with us.** For example, we collect your personal information when you provide it to us as part of being hired for a position; when you sign up for or use your benefits; when you attend trainings or use our digital platforms and tools; and when you otherwise communicate or interact with us as part of our workforce.

**We also collect your personal information from external sources and third parties.** For example, if we acquire another business that you have worked at, that business may provide us your personal information as part of our acquisition. In addition, we may use third-party vendors to conduct criminal and civil background checks and verify driving records on our behalf. If you use our internal blackboard tools that are provided by external parties on our behalf (such as Workplace), we will collect the information you post or otherwise make available there. We also collect your information from professional licensing sites and regulatory agencies, such as veterinary medical boards.

In addition, like many businesses, we use tools such as browser cookies, flash cookies, pixel tags, server logs, and web beacons (“Digital Tracking Tools”) to automatically collect information when you access our internal sites, online platforms, and IT resources (“Internal Sites”). These Digital Tracking Tools collect information about your online activities. They collect, for example, your browser type and settings; device attributes such as type and model; operating system; software and hardware information; IP address; mobile device identifiers; advertising identifiers; unique device and online identifiers including device serial numbers, IMEIs and UDIDs; Internet Service Providers; mobile carriers; entry/exit URLs; your clickstream through Internal Sites or over our networks; your clicks within and other interactions you have with our emails and Internal Sites; language settings; time zones; other software or services in use; and in some cases, your Precise Geolocation. These tools also collect information such as the date and time you visit or use Internal Sites; the areas or pages that you visit or use; the amount of time you spend viewing or using our Internal Sites; clickstream or usage data from the Internal Sites; and other sites or mobile applications that you may visit over our network or using our devices. Some of the Digital Tracking Tools we use to manage the Internal Sites are provided by third parties. In addition, we may use third-party tools known as “session replay” technologies on Internal Sites, which allow us to understand how users interact with our Internal Sites. These tools can recreate a “replay” of a user’s online experience on our Internal Sites, including clickstream and other interactions with our content, which helps us

de-bug our properties, perform analyses, and improve our operations. If you disable, delete, or block cookies, you may not be able to use all of the features on our Internal Sites, and not all of the tracking described in this Privacy Policy will stop. Please note, except where applicable law provides otherwise, **you should have no expectation of privacy when using Petco's networks, systems, equipment, and other IT resources.** We reserve the right, without notification, to monitor, intercept and review internet use, network traffic, emails, instant messages, text messages, images, files, data, and any other messages or data sent, received, or stored on or through our IT properties, networks, systems, or equipment to the extent permitted by applicable law. By using Petco's IT systems and resources, you agree to such monitoring. You should not use Petco IT resources for any matter you want to keep private or confidential from the Company. In addition, Petco maintains certain business functions in an office building located in Mexico. The building is operated by a third-party landlord, whose security system may use facial recognition technologies that collect a scan of your face's geometry, or similar biometric data, for purposes of granting access to the building. Petco does not receive any such biometric data from the landlord or its security system, and is not responsible for any collection, use, safeguarding, handling, storage, retention, or destruction of such biometric data. If you do not consent to having your biometric data collected by the landlord and/or its security system at our Mexico facility, you should notify your supervisor before any travel to that location, and refrain from entering the building.

### 3. HOW WE USE YOUR INFORMATION

Typically, we use your personal information to perform necessary parts of the Employment Services, such as paying you, managing your benefits, and complying with our legal obligations. These uses include:

- **Providing and improving the Employment Services and operating our business.** For example, we use your personal information to enroll you in and provide benefits; design and deliver trainings; conduct performance reviews and assess your performance and qualifications; process work-related insurance and workers' compensation claims; manage leaves of absence and accommodation requests; reimburse expenses; engage in business planning; manage our operations; and as otherwise needed or permitted to run our business.
- **Communicating with you.** For example, we use your personal information to notify you about benefits information; deliver Company announcements; and to otherwise communicate with you as needed or permitted to run our business.
- **Delivering employment- or benefits-related discounts.** For example, we and our authorized vendors use your information to deliver information about your benefits, your eligibility for employee-related discounts, and other employment-related discount or benefit opportunities we make available to our workforce.
- **Performing business reporting, analysis, and research.** For example, we use employee information to engage in reporting, analytics, and research that helps us operate or improve our business operations. We use external software providers and tools to help us perform these analytics. In some cases, we may use your information to help improve our operations, efficiency, and business outcomes using machine learning or similar tools that integrate or rely on artificial intelligence, including but not limited to large language models. We also may use your information to issue surveys for benchmarking and to help identify areas for improvement.
- **Preventing fraud, complying with applicable law, protecting our business, and similar purposes.** We use your personal information to protect the security or integrity of our business; prevent fraudulent activity; conduct investigations; assist law enforcement; protect our rights and/or the rights of external parties; and/or comply with our legal or regulatory obligations. We may also use aggregated, anonymized, or de-identified personal information for any legally permissible purpose.

### 4. HOW YOUR INFORMATION IS DISCLOSED

We disclose your information to others in order to perform and provide essential parts of the Employment Services, such as processing payroll, managing benefits, maintaining security, and for various other business purposes. These recipients include:

- **Service providers, contractors, and authorized vendors.** We disclose your personal information to service providers, contractors, and authorized vendors we use to perform business services for

us. For example, we disclose your personal information with vendors we use to administer payroll; provide employee discounts or benefits such as insurance or retirement savings accounts; manage Company travel and expenses; conduct trainings, assessments, and background/credit checks; and administer our IT, security and other critical business systems.

- **Affiliated and related entities.** We disclose your personal information to our affiliates, business units, and/or subsidiaries for business purposes consistent with this Privacy Policy. In addition, we may sell or purchase business assets during the normal course of operations. If another entity acquires our business and/or any of our affiliates, personal information we have collected about you may be transferred to that entity. If any bankruptcy or reorganization proceeding is brought by or against us, such information may be considered an asset of ours and may be sold or transferred to external parties.
- **Legal authorities and consultants.** We may disclose your personal information to government authorities, law enforcement, regulators, insurance providers, auditors, consultants, or other authorized parties. We disclose your information with these parties to defend or protect ourselves in legal matters, and to comply with applicable laws, regulations, governmental and quasi-governmental requests, investigations, court orders, subpoenas, and other legal processes. We also disclose your information with these parties in connection with suspected illegal or fraudulent activity associated with our business; to protect against harm to us, to the Employment Services, or to others; and to detect or protect against security incidents.

The following table lists the categories of personal information we have disclosed for various business purposes in the last 12 months; the categories of parties to whom we have disclosed this information; and our purpose for disclosing the information.

Categories of Information We Disclose (see Section 1 for descriptions)	Categories of Parties to Whom We Disclose the Information	Business Purposes for Disclosing the Information
Identifiers; Internet Activity; Geolocation Data	Service providers, contractors, and authorized vendors; our affiliated and related entities	<ul style="list-style-type: none"> <li>• Performing services on our behalf, such as processing payroll, managing employee benefits, and maintaining or managing our IT systems</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Debugging, verifying, or maintaining the quality or safety of the Employment Services</li> <li>• Preventing fraud or harm to us or others</li> <li>• Maintaining security</li> <li>• Complying with applicable law</li> </ul>
	Analytics providers	<ul style="list-style-type: none"> <li>• Performing services on our behalf, such as analyzing the performance of Internal Sites</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Debugging, verifying, or maintaining the quality or safety of the Employment Services</li> </ul>
	Legal authorities and consultants	<ul style="list-style-type: none"> <li>• Performing services on our behalf, such as providing legal or security services</li> <li>• Preventing fraud or harm to us or others</li> <li>• Maintaining security</li> <li>• Complying with applicable law</li> </ul>

Commercial Information; Demographic Information; Profiles & Inferences; Audio, Visual, Thermal, Health or Similar Information; Professional or Employment- Related Information	Service providers, contractors, and authorized vendors; our affiliated and related entities	<ul style="list-style-type: none"> <li>• Performing services on our behalf, such as processing payroll, managing employee benefits, and maintaining or managing our IT systems</li> <li>• Improving the Employment Services and analyzing our performance</li> <li>• Debugging, verifying, or maintaining the quality or safety of the Employment Services</li> <li>• Preventing fraud or harm to us or others</li> <li>• Maintaining security</li> <li>• Complying with applicable law</li> </ul>
	Legal authorities and consultants	<ul style="list-style-type: none"> <li>• Performing services on our behalf, such as providing legal or security services</li> <li>• Preventing fraud or harm to us or others</li> <li>• Maintaining security</li> <li>• Complying with applicable law</li> </ul>

## 5. CALIFORNIA RESIDENTS – PRIVACY RIGHTS FOR PARTNERS & INDEPENDENT CONTRACTORS

The California Consumer Privacy Act, as modified by the California Privacy Rights Act effective January 1, 2023, affords current and former employees and independent contractors who are California residents certain rights with respect to their personal information. These rights are described below. If you are a current or former employee or independent contractor who is also a California resident, and you would like to exercise any of the privacy rights described below, please follow the instructions in Section 6 (“California Residents – How to Exercise Your Privacy Rights”). Subject to certain limitations, you have rights to:

- **Know/Access Your Personal Information and Receive Portable Data (“Right to Know/Access”):** You have the right to know and access the personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing 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. This includes the right to receive this information in a format, to the extent technically feasible, that is portable, usable, and allows you to transmit the information to a person without impediment, where the processing is carried out by automated means.
- **Delete Your Personal Information:** You have the right to request that we delete your personal information subject to certain exceptions, such as other employment laws that require us to preserve certain personnel and financial records.
- **Correct Your Personal Information:** You have the right to request that we correct inaccurate personal information that we maintain about you subject to certain exceptions, such as other employment or financial requirements that obligate us to maintain certain historical records.
- **Opt Out of Sharing for Cross-Context Behavioral Advertising and Selling of Personal Information:** California residents have the right to request that we do not sell their personal information or share it for cross-context behavioral advertising. We do not sell our workforce’s personal information as that term is defined by the California Privacy Rights Act, and we do not share such data for cross-context behavioral advertising. As such, there is no need to exercise your right to opt out of selling or sharing. Petco customers can review information about opting out of advertising behaviors at [Petco.com/privacy-policy](https://www.petco.com/privacy-policy). We do not knowingly sell or share the personal information of minors under the age of 16.
- **Request Limited Use and Disclosure of Sensitive Personal Information:** You have the right to request that we limit the use and disclosure of your sensitive personal information to certain

permitted purposes under data privacy laws, such as (i) to provide employment-related goods or services reasonably expected by an average consumer who requests those goods or services; (ii) to prevent, detect, and/or investigate security incidents that compromise the availability, authenticity, integrity, and confidentiality of stored or transmitted personal information; (iii) to resist malicious, deceptive, fraudulent, or illegal actions directed at us and to prosecute those responsible for those actions; (iv) to ensure the physical safety of natural persons; (v) for short-term, transient use, including, but not limited to, nonpersonalized advertising shown as part of a current interaction with us; (vi) to perform services on our behalf; (vii) to verify or maintain the quality or safety of a service or device; and/or (viii) for purposes that do not infer characteristics about you.

- **Access/Opt Out of Automated Profiling:** Subject to certain regulations, you may have the right to access and/or opt out of automated processing of your personal information for profiling in furtherance of decisions that produce legal or similarly significant effects concerning you.
- **Opt Out of Financial Incentives:** California residents have the right to opt out of financial incentive/loyalty programs. We do not maintain loyalty programs specifically for employees or independent contractors. As such, there is no need to exercise your right to opt out of financial incentives. Petco customers can review information about opting out of our customer loyalty programs at [Petco.com/privacy-policy](https://petco.com/privacy-policy).
- **Non-Retaliation/Non-Discrimination:** You have the right not to be discriminated against for exercising your privacy rights. This includes (a) denying you goods or services; (b) charging you different prices or rates for goods or services, including through the use of discounts or other benefits or imposing penalties; (c) providing you a different level or quality of goods or services; (d) suggesting to you that you will receive a different price or rate for goods or services or a different level or quality of goods or services; (e) retaliating against you for exercising your privacy rights; and (f) violating existing United States anti-discrimination laws.

Each year, we compile and publish information about the number and types of privacy requests we receive under the California Consumer Privacy Act, as modified by the California Privacy Rights Act effective January 1, 2023. You can click [here](#) to view our latest report.

## 6. CALIFORNIA RESIDENTS – HOW TO EXERCISE YOUR PRIVACY RIGHTS

If you are a California resident who is also a current or former employee or independent contractor, please follow the instructions below if you would like to exercise the privacy rights described above in Section 5 (“California Residents – Privacy Rights for Partners & Independent Contractors”).

- **Requests to Know/Access, Delete, or Correct Your Personal Information**

To exercise your Rights to Know/Access, Delete, or Correct your personal information, please submit your request through our [web form](#). Please indicate you are an employee or independent contractor when submitting the form. If you are unable to submit your request using the [web form](#), you can call us at (866) 683-1102 or email [privacy@petco.com](mailto:privacy@petco.com) for assistance. Please note that we may be unable to delete or correct certain information about you under certain employment and other laws.

When you submit a request to Know/Access, Delete, or Correct your personal information, we will verify your identity by matching the information provided by you with the information we have in our records. In some cases, we may need to request additional information in order to verify your identity, or where necessary to process your request or protect against fraud. If you fail to timely respond to our request to verify your identity, your request may be denied. If we are unable to adequately verify your identity or the legitimacy of your request, we will notify you or the requester. Please note that, even if your Right to Delete request is granted, we may retain certain limited information where necessary under applicable law, such as to fulfill a contract with you, to comply with other laws, to prevent fraud, for dispute resolution, to protect information security, and/or to enforce our agreements. You may submit a request to Know/Access, or a request to Delete, at no charge up to two times every 12 months.

You may designate an authorized agent to make a request to Know/Access, Delete, or Correct your personal information on your behalf. If an agent submits a request for you, the agent must present signed permission



to act on your behalf. To prevent fraud, you will be required to independently verify your own identity directly with us, and to confirm with us that you provided the agent permission to submit the request. This verification process is not necessary if your authorized agent provides documentation reflecting that the agent is acting as a conservator or has power of attorney to act on your behalf under California Probate Code sections 4121-4130.

- **Requests to Limit the Use and Disclosure of Sensitive Personal Information**

To exercise your Right to Limit the Use and Disclosure of Sensitive Personal Information, please submit your request through our [web form](#). Please indicate you are a current or former employee or independent contractor when submitting the form. You may also call us at (866) 683-1102 or email [privacy@petco.com](mailto:privacy@petco.com) for assistance.

- **Requests to Access/Opt Out of Automated Profiling**

To exercise your Right to Access/Opt Out of Automated Profiling, please submit your request through our [web form](#). Please indicate you are a current or former employee or independent contractor when submitting the form. If you are unable to submit your request using the [web form](#), you can call us at (866) 683-1102 or email [privacy@petco.com](mailto:privacy@petco.com) for assistance.

## **7. DATA SECURITY**

We have taken certain physical, administrative, and technical steps designed to safeguard the personal information we collect from and about our workforce. However, please be aware that despite these measures, no online platform, website, application, or system is 100% secure. You should take reasonable steps to protect your personal information against unauthorized access to your password, phone, and computer by, for example, signing off after using a shared computer; choosing a unique password for each account that no one else knows or can easily guess; and keeping your log-in and password private. We are not responsible for any lost, stolen, or compromised passwords or for any activity on your account via unauthorized password activity.

## **8. RETENTION PRACTICES**

We store personal information for as long as reasonably necessary to carry out the purposes for which we originally collected it, and for other legitimate business purposes, including meeting our legal, regulatory, and other compliance obligations. We have established an internal policy for retiring unnecessary data. Under that policy, we use several criteria to determine how long we retain your information, including applicable legal requirements; best practices; industry standards and recommendations; storage costs; and similar factors.

## **9. TRANSFER OF DATA FROM OUTSIDE THE UNITED STATES**

We are located in the United States, and therefore collect, process, and store your information in the United States. If you use any of our Employment Services from outside of the United States, information that we collect from or about you will be transferred to and stored on servers inside the United States. Your use of the Employment Services or provision of information to us constitutes your consent to the collection, transfer, use, processing, sharing, and storage of your information in the United States.

## **10. CHILDREN**

Our Employment Services are directed at a general audience and are not targeted to children. We do not knowingly collect personal information from children. We also do not knowingly sell or share the personal information of children. If we learn that we have collected personal information from an individual under age 16, we will use reasonable efforts to promptly remove such information. If you believe that we may have information from a child, please contact us at [privacy@petco.com](mailto:privacy@petco.com).

## **11. EXTERNAL CONTENT, LINKS, AND PLUG-INS**

The Employment Services may have links to external websites or applications, which may have privacy policies that differ from our own. For example, our Internal Sites may offer you the ability to interact with plug-ins from external sites, which may allow us and/or the external site to receive personal information from or about you. In some cases, we may know that you clicked on a plug-in, such as a LinkedIn icon, and we may receive other information from these sites. Similarly, if you have previously provided personal information to an external party operating a plug-in on our Internal Sites, then such external party may recognize you on our platform. Your use of these plug-ins is subject to each external site's privacy policy, which may be different from ours, so please read these policies carefully. As with linked sites, we have no control over the information that is collected, stored, or used by these plug-ins, and we are not responsible for the practices of such sites.

## **12. PUBLIC FORUMS**

Any personal information you choose to disclose on public blogs, discussion, or message boards, in chat rooms, interactive forums, ratings or reviews, on other external websites that we may link to, or on other public areas, becomes public information. Please exercise caution when disclosing personal or other information in public areas. We are not responsible for the personal information you choose to post in a public forum.

## **13. CHANGES TO THIS PRIVACY POLICY**

We reserve the right to make changes to this Privacy Policy at any time. When we do, we will post the changes on our Internal Sites. Please review internal Company policies periodically so that you will be apprised of any such changes. If we change this Privacy Policy in a material way, we will provide appropriate notice to you.

## **14. CONTACT US**

If you have any questions regarding this Privacy Policy, you can contact us by calling (866) 683-1102; emailing [privacy@petco.com](mailto:privacy@petco.com); or writing to us at Petco, 10850 Via Frontera, San Diego, CA 92127, Attn: Privacy Team—Partners & Independent Contractors.