

**Employee-Applicant Privacy Notice**  
**Effective Date: February 2, 2026**

This notice is to all job applicants, current and former employees, owners, directors, officers, and contractors who work for or on behalf of All One God Faith, Inc. dba Dr. Bronner's, and any additional subsidiary, affiliate, or branch that we have or may subsequently form ("Dr. Bronner's"). During your work with or for Dr. Bronner's we may need to collect, use, and store information that is personal to you. We are committed to protecting the privacy and security of such personal information and to being transparent about the purposes for which we use your personal information. This notice sets forth our policies and practices for handling the information we collect and use in the employment context.

**Categories of Personal Information We Collect and How We Use It**

Dr. Bronner's collects and processes information from you for human resource, employment, and benefit administration purposes, and where necessary to comply with any local, state, and federal legal obligations. We obtain the categories of personal information listed below directly from you and the information you provide, including during your job application process, with our recruiters, your employee onboarding process, and the selection of your benefits as an employee. In some cases, we may obtain a background check and/or consumer report from a consumer reporting agency once an offer of employment is made. Such information includes, by way of example, name, alias and other names, age, race, color, national origin, citizenship, marital status, physical or mental disability, sex (including gender, gender identity, or gender expression), veteran or military status, email address, telephone or mobile phone number, address, Social Security Number, driver's license number or state ID card number, passport number, sign-in and device information, including username and password, account name or number, and other online or device identifiers, educational, professional, and employment-related information, financial information, such as banking information for direct deposit, debit card number, credit card number, tax selections, pay rate, payroll deduction information, geolocation data, including badge access. We only retain personal information about you for as long as necessary to fulfill the purposes we collected it for, as required to satisfy any legal, accounting, or reporting obligations.

**Disclosure of Personal Information to Third Parties**

Dr. Bronner's does not sell or otherwise disclose your personal information to any third parties for any monetary consideration. We may disclose your personal information to the following categories of recipients: (1) external service providers; (2) local governmental, regulatory, and supervisory authorities, and/or judicial agencies, as permitted or required under applicable law; (3) advisors, auditors and legal counsel; and (5) to third parties in circumstances where we are required to do so by law, regulation, or legal process.

**Protection of Personal Information & Your Rights**

If you are a California resident, then you have the following rights under the California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA) in relation to personal information we have collected about you, to the extent required by the CCPA and CPRA and subject to verification:

Right to Know/Access: You have the right to request certain information about our collection and use of personal information about you as described below:

- The specific pieces of your personal information collected.
- The categories of your personal information collected.
- The categories of sources from whom your personal information is collected.

- The purpose for collecting your personal information.
- The categories of third parties with whom we have shared your personal information.

Right to Delete: You have the right to request that we delete certain personal information we have about you.

Freedom from Discrimination: You have the right to be free from unlawful discrimination for exercising any of the rights above.

Right to Correct: You have the right to request that we correct inaccurate personal information regarding the information you provide us.

Right to Restrict the Use of Sensitive Personal Information: You have the right to restrict the use of your sensitive personal information.

Right to Access Information on Automated Decision-Making: You have the right to access information collected through automated decision-making. Additionally, you can opt-out of our use of automated decision-making related to your personal information.

To make a request in relation to the above rights, please contact us using the contact information below. To fulfill your request, we will need to verify your identity. Only you or someone legally authorized to act on your behalf may make a request related to your personal information. To designate an authorized agent, the authorized agent must provide sufficient information that allows us to reasonably verify that you authorize them to act on your behalf.

### **Contact Information & Updates**

We may update this notice from time to time, in which case the revised notice will be posted to our intranet or provided to you in writing, by email, or mail. If you have any questions about this notice and the ways in which we collect and use your information, please do not hesitate to contact [job@drbronner.com](mailto:job@drbronner.com).