



## Privacy Notice and Policy (Employment Applicants - California Only)

### *Introduction*

You are being provided a copy of this Privacy Notice and Policy because you are applying for work with Discovery Life Sciences and/or AllCells (whether as an employee or contractor). This Privacy Notice and Policy applies to all personal information collected from you for and on behalf of Discovery Life Sciences and/or AllCells (collectively, “we”, “us”, or “DLS”) that we process in connection with our recruitment processes. Please read this Privacy Notice and Policy carefully to understand DLS’s practices regarding your personal information and how we will treat it. This Privacy Notice and Policy applies only to job applicants only who are located in California, USA. All information provided and the terms used in this Privacy Notice and Policy is as required and defined in the California Privacy Rights Act of 2020 (CPRA).

### *Information We Collect*

To carry out our employment recruitment activities, we collect the categories of personal information<sup>1</sup> listed below about you and other applicants. In the preceding twelve (12) months, DLS has disclosed personal information about its applicants to the general categories of third parties identified in the chart below.

***DLS does not sell your personal information/sensitive personal information and also will not share it with third parties for cross-context behavioral advertising.***

Category of Personal Information	Relevant Examples	Does DLS Collect?	Has DLS Collected in the Preceding 12 Months?	Has DLS Disclosed for a Business Purpose in the Preceding 12 Months?
A. Identifiers	Name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	YES	YES	YES (affiliates, website and technology service providers, other service providers, government authorities)
B. California Customer Records personal information	Name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information,	YES	YES	YES (affiliates, website and technology service providers, other service providers,

	or health insurance information. Some personal information included in this category may overlap with other categories.			government authorities)
C. Protected classification characteristics under California or federal law	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES	YES	YES (affiliates, service providers, government authorities)
D. Commercial information	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO	NO	NO
E. Biometric information	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	NO	NO	NO
F. Internet or other similar network activity	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES	YES	YES
G. Geolocation data	Physical location or movements, such as device location and use of facility access badges.	NO	NO	NO
H. Sensory data	Audio, electronic, visual, thermal, olfactory, or similar information, such as call and video recordings.	YES	YES	YES
I. Professional or employment-related information	Current or past job history or performance evaluations.	YES	YES	YES (affiliates)
J. Non-public education information	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	YES	YES	YES (affiliates)
K. Inferences drawn from other personal information	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES	YES	YES (affiliates)
L. Sensitive Personal Information	1. Social Security, driver's license, state identification card, or passport number;	YES	YES	YES (affiliates, service providers, government authorities)
	2. account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password or credentials allowing access to an account;	NO	NO	NO
	3. precise geolocation;	NO	NO	NO

	4. racial or ethnic origin, religious or philosophical beliefs, or union membership;	YES	YES	YES (affiliates, service providers, government authorities)
	5. contents of mail, email, and text messages of which DLS is not the intended recipient of the communication;	NO	NO	NO
	6. genetic data;	NO	NO	NO
	7. biometric information for the purpose of uniquely identifying you;	NO	NO	NO
	8. health information;	NO	NO	NO
	9. sex life or sexual orientation.	NO	NO	NO

<sup>1</sup>Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the scope of the CPRA, like:
  - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 and the California Confidentiality of Medical Information Act or clinical trial data;
  - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act, the Gramm-Leach-Bliley Act, or California Financial Information Privacy Act, and the Driver's Privacy Protection Act of 1994.

You are the primary source of the personal information that is collected by DLS. DLS also receives personal information about you from any service providers supporting DLS's recruitment activities and third parties to whom you have provided your personal information.

### *How We Use Your Personal Information*

We may use or disclose the personal information we collect for one or more of the following business purposes:

- Considering your application in respect of a role; assessing your skills, qualifications, and suitability for employment
- Communicating with you in respect of the recruitment process
- Enhancing any information we receive from you with information obtained from third parties; Helping our service providers involved in the recruitment process to improve their services
- Finding appropriate candidates to fill our job openings
- Carrying out background and reference checks, and verify past employment, educational history, professional standing, and other qualifications, where applicable
- Keeping records related to our hiring processes
- Complying with legal and regulatory requirements, including without limitation, applicable tax, health and safety, immigration, labor and employment, and social welfare laws

- We will use information about your disability status to consider whether we need to provide appropriate accommodations during the recruitment process, for example whether adjustments need to be made during a test or interview.
- We will use information about your race or ethnic origin, religious or philosophical beliefs, sexual orientation, and gender identity to ensure meaningful equal opportunity monitoring and reporting.
- We will use information about your socio-economic background, refugee/asylum seeker status and time spent in local authority care to assess the content and strength of the work experience, educational and other achievements you inform us of.
- To support internal administration with our affiliated entities
- Complying with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summonses
- Exercise or defend DLS's legal rights and those of its employees, affiliates, customers, agents, and others

### *Retention, Protection and Deletion*

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal information for as long as necessary to fulfill the purposes for which we collected it, including for the purposes of satisfying any legal, accounting, or reporting requirements. Your personal information may be held and stored electronically and/or in hard copy. DLS has implemented and maintains appropriate technical and organization security measures to protect against and detect accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access to personal information.

DLS employees and service providers that have access to your personal information are bound by strict confidentiality obligations and are required to handle your personal information in accordance with legal requirements. Only DLS employees and services providers who have a "need to know" certain categories of your personal information will be permitted to access it.

Under some circumstances we may anonymize your personal information so that it can no longer be associated with you. We reserve the right to use such anonymous data for any legitimate business purpose without further notice to you or your consent.

Once the purpose for collecting the personal information has been completely fulfilled, we will retain and securely destroy your personal information in accordance with our data retention processes and applicable laws and regulations.

### *Your Rights Under the CPRA*

You have the following rights under the CPRA, subject to certain exceptions:

- **Right to Receive Information on Privacy Practices:** We have provided such information in this Privacy Notice and Policy, and you may request further information about our privacy practices by contacting us at the contact information provided below.
- **Right to Request Deletion:** You may request that we delete personal information collected from you, but note that DLS may not be required to comply with this request if DLS must maintain the personal information to comply with its legal obligations.
- **Right to Request Correction:** You may request that we correct any inaccurate personal information we maintain about you.
- **Right to Know:** You may request that we provide you with the following information about how we have handled your personal information in the 12 months preceding your request:

- The categories of personal information we collected about you;
- The categories of sources from which we collected such personal information;
- The business or commercial purpose for collecting, selling, or sharing personal information about you;
- The categories of third parties with whom we disclosed such personal information; and
- The specific pieces of personal information we have collected about you.

We have provided such information in this Privacy Notice and Policy, and you may request confirmation or further information by contacting us at the contact information provided below.

- **Right to Receive Information About Onward Disclosures:** You may request that we disclose to you:
  - The categories of personal information that we have collected about you;
  - The categories of personal information that we have sold or shared about you and the categories of third parties to whom the personal information was sold or shared; and
  - The categories of personal information we have disclosed about you for a business purpose and the categories of persons to whom it was disclosed for a business purpose

We have provided such information in this Privacy Notice and Policy, and you may request confirmation or further information by contacting us at the contact information provided below.

- **Right to Non-Discrimination and Non-Retaliation:** You have the right not to be discriminated nor retaliated against for exercising your data subject rights. We will not discriminate nor retaliate against you for exercising your data subject rights. For example, we will not make hiring, firing, promotion, or disciplinary decisions based on or in consideration of your exercise of your data subject rights.
- **Rights to Opt-Out of the Sale and Sharing of Your Personal Information and to Limit the Use of Your Sensitive Personal Information:** You have the right to opt-out of the sale and sharing of your personal information. You also have the right to limit the use of your sensitive personal information to the purposes authorized by the CPRA. ***NOTE that DLS does not sell or share your personal information and has not done so in the preceding 12 months.*** Further, we do not use sensitive personal information for purposes beyond those authorized by the CPRA.

Should you want to exercise any of these rights, please send an email to [Compliance@dls.com](mailto:Compliance@dls.com) or call at (800) 461-9330. You may authorize an agent to make a data subject rights request on your behalf, and your authorized agent may also do so via these submission methods. We may ask you to provide information that will enable us to verify your identity in order to comply with your data subject request. In particular, if you authorize an agent to make a request on your behalf, we may require the agent to provide proof of signed permission from you to submit the request, or we may require you to verify your own identity to us or confirm with us that you provided the agent with permission to submit the request. In some instances, we may decline to honor your request if an exception applies under the CPRA. We will respond to your request consistent with applicable law.

#### *Changes to This Privacy Notice and Policy*

We reserve the right to update this Privacy Notice and Policy at any time. Any updated Privacy Notice and Policy will be made available, at a minimum, on DLS's intranet.

## *Questions & Concerns*

DLS has appointed a Privacy Officer to oversee compliance with this Privacy Notice and Policy. If you have any questions or concerns about this Privacy Notice and Policy, DLS's collection and use of your personal information, or are unable to review or access this Privacy Notice and Policy due to a disability and need to receive it in an alternative format, you can contact our Privacy Officer at [Compliance@dls.com](mailto:Compliance@dls.com)

or

ATTN: Discovery Life Sciences Privacy Officer  
800 Hudson Way, Suite 1700  
Huntsville, Alabama 35806  
USA