



US Foods California Associate Privacy Notice

This Privacy Notice for California Associates applies solely to individuals that reside in the State of California who are job applicants, associates, directors, officers, or contractors (“Workers”) of US Foods, Inc. We adopt this notice to comply with the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (“CCPA”), and any terms defined in the therein have the same meaning when used in this notice.

Information We Collect

We may 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 Worker or device (“Personal Information”). In particular, we may collect the following categories of Personal Information from those Workers who are subject to this Privacy Notice:

Identifiers and demographic data. This includes data like name, address, email, marital status, birth date, gender, educational data, etc.

Sensitive Data. This includes data like financial account numbers, SSN, medical data, biometric data, performance reviews, etc. collected for business purposes.

Transactional Data. This includes data you may share with us when you are acting in your capacity as a consumer instead of an associate. For example, when you buy our products or services.

Biometric information. This includes information like ID badge photos, fingerprints used with time keeping systems, or security camera video footage of you.

Internet or other similar network activity. You use US Foods systems every day for your work. All the activity you have on these systems, from email to web browsing, is collected and used. This includes log-in details, software application usage, VoIP phone usage, and file share access.

Geolocation data. This can include location data we may collect as part of your use of a US Foods issued smart phone, or GPS data collected when you use one of our fleet vehicles.

Sensory data. This is data which may or may not be related to you directly, as it is usually data coming from devices like security motion detectors or similar devices. However, if it is tied to other data, like key card access logs, it can become personal information.

Professional or employment-related information. This is all the data related to your employment with US Foods, including but not limited to Personal Information related to individuals who receive benefits from US Foods as a result of your status as a Worker with US Foods. For example, it can include “right to work” documents, payroll and benefits data, medical leave data, or other kinds of information necessary for US Foods to acquire, manage, and retain talent in its workforce.

Non-public education information. This is information related to your academic credentials such as what school you went to, what your GPA was, what activities or sports you did in school, or other data on your school transcripts.

Inferences based on Personal Information. This includes information in performance reviews, any testing you may have undertaken, information related to succession planning, as well as predictive analytics related to your use of US Foods IT systems and networks.

Personal Information does not include:

- Publicly available information from government records;
- Deidentified or aggregated information; and
- Information excluded from the CCPA's scope.

US 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 products and services you purchase (if any).
- Indirectly from you. For example, from observing your actions as a Worker, from records of your use of US Foods IT systems, or from location-tracking enabled devices connected to US Foods assets you may use as part of your regular employment related activities with US Foods.
- From independent third parties related to your application and eligibility for employment, validating your identification, offering and administering your benefits, administering payroll, corporate expenses, or travel, or our ongoing management of our business.
- Other Workers, as part of US Foods' management, evaluation, training, and discipline processes.

Use of Personal Information

We may process or disclose the Personal Information we collect for one or more of the following business purposes:

- To fulfill or meet the reason you provided the information. For example, if you share your name and contact information to apply for a job at US Foods, or, request vacation time, or, in order to administer benefits, or to process payroll.
- To provide, support, personalize, and develop our Worker population.
- To provide you with support and to respond to your inquiries and/or to respond to law enforcement requests and as required by applicable law, court order, or governmental regulations.
- As described to you when collecting your Personal Information.
- Disclosures made in an effort to prevent or halt alleged violations of US Foods policies, illegal activities, or as required by law.
- Disclosures that we reasonably believe are necessary to defend against or prevent us from incurring liability to third parties.
- To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding.

We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Sharing Personal Information

US Foods is part of a group of companies where certain services are provided by one or more affiliates for the entire group or a part of it. We, therefore, reserve the right to share personal information with our direct and indirect affiliates for all purposes described above. Whenever we share Personal Information with affiliates, we request that they commit themselves to process Personal Information in line with this Privacy Notice only.

We may disclose your Personal Information to a third party for a business purpose. When we disclose Personal Information for a business purpose, we enter into a contract that describes the purpose and requires the recipient to both keep that Personal Information confidential and not use it for any purpose except performing the contract. These third parties are “Service Providers” and/or “Contractors” as defined by applicable law. We do not share Personal Information with any third parties who are not Service Providers or Contractors, where US Foods may receive a financial benefit from such sharing.

We may also disclose your Personal Information to another company as part of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets to that company; or where required by US Foods policy, law, or in response to valid legal process compelling disclosure.

Disclosures of Personal Information

US Foods has disclosed all of the categories of Personal Information as noted above, for the business purposes described above.

We disclose your Personal Information for a business purpose only to Service Providers and/or Contractors, or, where required by law, or in response to valid legal process compelling disclosure.

Retention of Personal Information

US Foods retains Personal Information about you for business purposes; this information is retained pursuant to the US Foods Records Retention Schedule, except when a Legal Hold is in place.

Sale of Personal Information

US Foods does not and will not sell Personal Information of Workers.

Changes to Our Privacy Notice

US Foods reserves the right to amend this Privacy Notice at our discretion and at any time. When we make changes to this Privacy Notice, we will post the updated notice on the US Foods’ intranet and update this notice’s effective date.

Contact Information

If you have any questions or comments about this notice, the ways in which US Foods collects and uses your information, please contact your HR representative.