





- Employment Information: such as experience and job history, compensation history, proof of work eligibility and drug screening
- Nominated References: detail on your nominated referees, such as their name, contact details, employer and job role



preventing malicious software distribution and investigating any suspected security breaches		Necessary for compliance with our legal obligations
Defending, managing or processing legal claims and complying with legal obligations; asserting our legal rights; preventing, investigating and detecting crime or fraud (including working with law enforcement agencies)	Biometric Information Employment Information Personal Identifiers Security Information Government Identifiers Demographic Information Device Information	Necessary for compliance with our legal obligations to which we are subject and cooperate with regulators and law enforcement bodies  To establish, exercise or defend legal claims
Protecting the safety and wellbeing of employees and visitors to our sites; protecting our property and assets; and for equal opportunities monitoring	Personal Identifiers Security Information Biometric Information	Necessary for our own legitimate interests. For compliance with our legal obligations to which we are subject and cooperate with regulators and law enforcement bodies, as well as with employment laws and regulations  With respect to Sensitive Data, to protect your vital interests or those of another person, or for reasons of substantial public interest for Sensitive Data in accordance with relevant law
Carrying out automated monitoring of IT communications and assess compliance with internal policies	Personal Identifiers Device Information Security Information	Necessary for our own legitimate interests to protect our systems and investigate any breaches of policy
Supporting internal operational and/or business purposes, such as strategic decisions, research and development, internal operations, projections, analytics, auditing and monitoring, detecting security incidents, improving our services, understanding our employee retention and attrition, quality control, identifying areas for operational improvement, updating our operational and technical functionality and complying with our legal obligations	Personal Identifiers Demographic Information Employment Information Device Information Security Information	Necessary for our own legitimate interests in effectively running our business and protecting our systems

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Generally, we collect any information you or a member of your household voluntarily share with us directly, through technology on Tyson



- Information from publicly available sources (e.g. news sources and/or from social media platforms) in connection with any investigation or formal procedure concerning the same (for instance, an investigation of an allegation of conduct or breach if social media or IT policies)

To comply with certain United States state



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	Publicly available sources, as permitted by law, such as social media networks or news sources	control, identifying areas for operational improvement, updating our operational and technical functionality and complying with our legal obligations
Education Information	<p>Directly from you, such as information provided in your CV or resume</p> <p>Non-affiliated third parties, such as referrals</p> <p>Service providers, such as recruitment agencies</p> <p>Publicly available sources, as permitted by law, such as social media networks or news sources</p>	<p>Evaluating eligibility of job applicants and making hiring decisions</p> <p>Defending, managing or processing legal claims and complying with legal obligations; asserting our legal rights; preventing, investigating and detecting crime or fraud (including working with law enforcement agencies)</p> <p>Supporting internal operational and/or business purposes, such as strategic decisions, research and development, internal operations, projections, analytics, auditing and monitoring, detecting security incidents, improving our services, understanding our employee retention and attrition, quality control, identifying areas for operational improvement, updating our operational and technical functionality and complying with our legal obligations</p>
Biometric Information	<p>Directly from you, such as fingerprint recognition for facility access</p> <p>Through our IT systems and other devices</p>	<p>Evaluating eligibility of job applicants and making hiring decisions including with respect to Sensitive Data to assess your working capacity</p> <p>Defending, managing or processing legal claims and complying with legal obligations; asserting our legal rights; preventing, investigating and detecting crime or fraud (including working with law enforcement agencies)</p> <p>Protecting the safety and wellbeing of employees and visitors to our sites; protecting our property and assets; and for equal opportunities monitoring including with respect to Sensitive Data to protect your vital interests or those of another person, or for reasons of substantial public interest for Sensitive Data in accordance with relevant law</p> <p>Supporting internal operational and/or business purposes, such as strategic decisions, research and development, internal operations, projections, analytics, auditing and monitoring, detecting security incidents, improving our services, understanding our em</p>



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We may share within our companies and with





Demographic Information	<p>Government agencies, authorities, regulators and law enforcement authorized to request personal data for lawful purposes or as otherwise required by law</p> <p>Other members of our group of companies</p> <p>Employees, officers, contractors</p> <p>Customers, in response to a contractual obligation or regulatory audit or investigation and under the cover of confidentiality</p> <p>Third-party insurers, professional advisers, agents, third party service providers, suppliers, or subcontractors or their representatives authorized on their behalf whose services are directly related to the processing of such information</p> <p>Other organizations representing or acting on behalf of individuals who may request personal data to support a claim in relation to an incident or accident involving the individual</p>

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		improvement, updating our operational and technical functionality and complying with our legal obligations
Security Information	<p>Other members of our group of companies</p> <p>Employees, officers, contractors</p> <p>Third-party insurers, professional advisers, agents, third party service providers, suppliers, or subcontractors or their representatives authorized on their behalf whose services are directly related to the processing of such information</p> <p>Other organizations representing or acting on behalf of individuals who may request personal data to support a claim in relation to an incident or accident involving the individual</p> <p>Government agencies, authorities, regulators and law enforcement authorized to request personal data for lawful purposes or as otherwise required by law</p>	<p>Evaluating eligibility of job applicants and making hiring decisions including with respect to Sensitive Data to assess your working capacity</p> <p>Defending, managing or processing legal claims and complying with legal obligations; asserting our legal rights; preventing, investigating and detecting crime or fraud (including working with law enforcement agencies)</p> <p>Protecting the safety and wellbeing of employees and visitors to our sites; protecting our property and assets; and for equal opportunities monitoring including with respect to Sensitive Data to protect your vital interests or those of another person, or for reasons of substantial public interest for Sensitive Data in accordance with relevant law</p> <p>Carrying out automated monitoring of IT communications and assess compliance with internal policies</p> <p>Supporting internal operational and/or business purposes, such as strategic decisions, research and development, internal operations, projections, analytics, auditing and monitoring, detecting security incidents, improving our services, understanding our employee retention and attrition, quality control, identifying areas for operational improvement, updating our operational and technical functionality and complying with our legal obligations</p>
Employment Information	<p>Other members of our group of companies</p> <p>Employees, officers, contractors</p> <p>Third-party insurers, professional advisers, agents, third party service providers, suppliers, or subcontractors</p>	



services are directly related to the processing of such information

Government agencies, authorities, regulators and law enforcement authorized to request personal data for lawful purposes or as otherwise required by law

Supporting internal operational and/or business purposes, such as strategic decisions, research and development, internal operations, projections, and



Publicly available information	Other members of our group of companies  Employees, officers, contractors  Customers, upon request  Third-party insurers, professional advisers, agents, ife	improvement, updating our operational and technical functionality and complying with our legal obligations

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For job applicants, where you become a staff member at Tyson your personal data will form part of your employment record and your personal data will be kept in line with our retention periods for staff. Where you are unsuccessful, we will retain your personal data for a period of 12 months after confirmation that your application was unsuccessful unless you request that we delete your application. For applicants located in the United States, we may retain your information for an additional 24 months as required to evidence compliance with applicable employment laws.

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It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes. Subject to limitations in applicable law, you may exercise specific rights you have to the personal data that we hold about you. Except as otherwise permitted by law, requests made regarding your personal information are free of charge.

Subject to the enforcement and limitations of applicable law, you generally may have a right to:

- Access, correct, update or request deletion of your personal data.
- Understand the existence of, authorization or basis for and circumstances surrounding the processing of your personal data.
- Object to processing of your personal data, ask us to restrict processing of your personal data or request portability of your personal data.
- Request information on automated processes where the personal data will or is likely to be made as the sole basis for any decision significantly affecting or will affect you.
- If we have collected and process your personal data with your consent, then you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of the processing we conducted prior to your withdrawal, nor will it affect processing of your personal data conducted in reliance on lawful processing grounds other than consent.
- Complain to a data protection authority about our collection and use of your personal data. For more information, please contact your local data protection authority.

#### **Additional Rights for Residents of United States**

Subject to certain limitations under certain United States state laws and in addition to the disclosures and rights provided in this Privacy Notice, those state residents may request:

- A list of categories of personal data collected and used and whether that information is sold or shared. Any of the categories of personal information that we collect could be included in a sale to other companies, including those within our corporate family. If we have not sold your personal information, we will inform you of that fact.
- Request that we stop selling your personal information.

Additionally, and subject to certain limits under California law, California residents may request (i) a list of certain categories of personal data that we have disclosed to third parties for their direct marketing purposes during the immediately preceding calendar year, and (ii) the identity of those third parties. California residents may make one request per calendar year. Tyson does not share personal information for direct marketing purposes.



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Tyson Foods, Inc.  
Privacy c/o Law Department  
Mail Code CP004  
2200 W. Don Tyson Parkway  
Springdale, AR 72762-2020

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We have appointed a Data Protection Officer to oversee compliance with this Privacy Notice. If you have any questions, please contact the Data Protection Officer at [dataprotection@tysonfoods.com](mailto:dataprotection@tysonfoods.com) or call 1-800-424-6263.