

## Reworld Privacy Policy

Last Updated: July 17, 2024

This Privacy Policy (or “Policy”) describes how Reworld Holding Corporation and its affiliates and subsidiaries (“Reworld™,” “we,” “us,” or “our”) collects, uses and discloses your personal information via the Reworld™ website and in the course of providing our services to you (collectively, the “Services”), including when you apply for a job with us. As used in this Policy, “personal information” means information that uniquely identifies, relates to, describes, or is reasonably capable of being associated with or linked to you. If you have questions or concerns about Reworld's privacy practices, please contact us at [privacy@reworldwaste.com](mailto:privacy@reworldwaste.com).

This Policy is available to consumers with disabilities. To access this Policy in an alternative downloadable format, please click [here](#).

### Personal Information We Collect

We collect personal information about you in various ways.

*Contact Information.* We collect contact-related information you provide to us, such as your name, email address, postal address, zip or postal code, phone number, and information such as password and security questions necessary to create and maintain a Reworld™ account.

*Employment Information* – If you apply for employment with us, we will collect Personal Information from you related to your potential employment, including your education and employment qualifications, education and employment history, reference information, and any other information included in your resume or application. We may also obtain personal information about you from third party sources including publicly available sources such as social networking sites.

*Usage Information.* We use cookies and similar technologies including beacons and pixels to automatically collect information about your use of our website. We process the information collected through such technologies, which may include or be combined with personal information, to help operate certain features of our website, to enhance your experience through personalization, and to help us better understand the features of our website that you and other users are most interested in.

### How We Use Personal Information

We use the personal information we collect to provide and improve our Services, to communicate valuable offers, and to develop new and exciting services. For example, we may use your personal information to:

- Meet our legitimate or contractual interests, such as operating and improving the Services and creating or attempting to create new products and services;
- Monitor and analyze trends, usage and activities in connection with the Services;
- Personalize the Services and provide content and features we think will be of interest to you;
- Respond to your comments and questions and provide customer service;

- Provide and deliver products and services and send you related information, including confirmations, notices, updates, alerts, surveys, and support and administrative messages;
- Communicate with you about upcoming events and other news and information about products and services offered by Reworld™, including in electronic form where you have consented to receive such information;
- Detect, investigate and prevent fraudulent transactions and other illegal activities and protect the rights and property of Reworld™ and others;
- Maintain secure online and offline environments;
- Meet our legal obligations to comply with lawful requests from law enforcement and other government entities or organizations; and
- Link or combine information about you with other information we get from third parties to help understand your needs and provide you with better service.

If you are applying for employment with us, we also use your personal information to process your job application, to verify the information you have provided in your application, conduct interviews, perform background and reference checks, to communicate with you and answer your questions, to confirm your eligibility for employment, and improve our recruiting processes. We may also save your personal information for future employment opportunities with us. If successful in the recruitment process any personal information about you may form the basis of your personnel record with Reworld™ and may be used for the purposes of administering your employment, benefits and training with Reworld™, ensuring your health and safety, and to fulfill Reworld's responsibilities as an employer. You will receive further information about such processing as applicable.

### **How Long We Keep Personal Information**

We will retain your personal information for as long as necessary to fulfill the purposes described in this Policy, unless otherwise required by applicable laws. Criteria we will use to determine how long we will retain your personal information include whether we need your personal information to provide you with our Services or consider your application for employment; you have requested information from us; we have a legal right or obligation to continue to retain your personal information; we have an obligation to a third party that involves your personal information; our retention or recordkeeping policies and obligations dictate that we retain your personal information; we have an interest in providing you with information about our Services; or we have another business purpose for retaining your personal information.

### **How We Disclose Personal Information**

We may disclose your personal information with third parties under the following circumstances:

- Service providers and business partners. We may share your personal information with our service providers and business partners that perform marketing services and other business operations for us. For example, we may partner with other companies to process secure payments, fulfill orders, optimize our Services, send newsletters and marketing emails, support email and messaging services, and analyze information.

- Reworld Holding Corporation is the parent company of several subsidiaries. We work closely with the businesses and companies that fall under the Reworld™ family. We may share the personal information we collect and obtain about you (e.g. your name, email address, and IP address) with other Reworld™ companies for security, marketing, contract fulfillment, internal or external legal or compliance obligations, and as allowed or required by law.
- Law enforcement agency, court, regulator, government authority or other third party. We may share your personal information with these parties where we believe this is necessary to comply with a legal or regulatory obligation, or otherwise to protect our rights or the rights of any third party, or as otherwise required or permitted by law.
- Asset purchasers. We may share your personal information with any third party that purchases, or to which we transfer, all or substantially all of our assets and business. Should such a sale or transfer occur, we will use reasonable efforts to try to ensure that the entity to which we transfer your personal information uses it in a manner that is consistent with this Policy.

We may also aggregate and de-identity your personal information so that it cannot reasonably be used to identify you, and we may then share this aggregated or de-identified information.

### **Third Party Websites**

The Services may include links to websites, web applications, or connected resources we do not control. This Policy does not apply to such third-party content and we are not responsible for the content of these linked sites or their treatment of your personal information. Such third-party websites and online services may include social sharing features or other integrated tools, which let you share actions you take on the Services with other media, and vice versa. The use of such features enables the sharing of information with your friends or the public, depending on the settings you establish with the third party that provides the social sharing feature. You should review the privacy policies and terms of use for such third-party websites and online services prior to providing them with your personal information, although we are unable to verify the accuracy of these terms.

### **Third-Party Advertising and Analytics Services**

We use analytics services, including Google Analytics, to assist us with analyzing our website traffic. These services utilize cookies and other technologies that collect your Personal Information. To learn more about how Google uses data, visit [Google's Privacy Policy](#) and Google's page on "[How Google uses data when you use our partners' websites or apps.](#)" You may download the [Google Analytics Opt-out Browser Add-on](#) for each web browser you use, but this does not prevent the use of other analytics tools. To learn more about Google Analytics cookies, visit [Google Analytics Cookie Usage on Websites.](#)

We may allow others to serve interest-based advertisements across the internet and to provide analytics services. These entities may use cookies, web beacons and other technologies to collect information about your use of the Services and other websites over time, including your IP address, web browser, pages viewed, time spent on pages, links clicked and conversion information. This information may be used by Reworld™ and others to, among other things, analyze and track data, determine the popularity of certain content, deliver better advertising and content targeted to your interests both on our Services and across the web, and better understand your online and offline activities. For more information about interest-based ads, or to opt out of having your web browsing information used for

behavioral advertising purposes, please adjust your advertising settings in Google and other platforms you use.

We may also work with third parties to serve ads on other websites or platforms, and these ads may sometimes be customized based on information we have about you. To update your subscription preferences or to opt out of us using your information in this way, please visit the [Manage Preferences](#) page here.

## **Your Choices**

**Email Communications.** You may opt out of receiving promotional emails and text messages from Reworld™ by following the instructions in those communications. Please allow up to 10 days for these opt outs to take effect. If you opt out, we may still send you non-promotional messages, such as emails about your accounts or our ongoing business relations. If you have registered to receive job vacancy updates by email, we will send you such updates in the frequency you have selected. If you no longer wish to receive these, you can request that we amend your preferences. You can do that either as indicated in the particular communication, e.g. by using the unsubscribe link which is included on all email updates, or by updating your preferences within your online account in our recruitment management platform.

**Cookies.** Most web browsers are set to accept cookies by default. If you prefer, you can usually choose to set your browser to remove cookies or reject cookies. If you choose to remove cookies or reject cookies, this could affect certain features or aspects of the Services.

**Location Information.** When you first visit one of the pages on our websites that collect location information, you will be asked to consent to the collection of location information. If you initially consent to our collection of location information, you can later stop this collection by changing the settings on your mobile device or web browser. If you do so, certain features of the Services will no longer function. You can also stop our collection of location information by mobile applications by following the standard uninstall process and removing any Reworld™ application(s) from your mobile device.

**Do Not Track.** Some web browsers may be configured to send “Do Not Track” signals to the online services that you visit. There is no consensus among industry participants as to what “Do Not Track” means in this context. Like many websites and online services, the Services do not alter practices when a “Do Not Track” signal is received from a visitor’s browser. To find out more about “Do Not Track,” please visit <https://www.allaboutdnt.com>.

## **How We Protect Personal Information**

We use commercially reasonable efforts to protect the confidentiality and security of personal information. However, despite these efforts to store personal information in a secure environment, we cannot guarantee the security of Personal Information during its transmission or its storage on our systems.

## **International Use of Our Website**

Our website is hosted in the United States. If you are visiting our website from outside of the United States, please note that by providing your personal information, it is being transferred to, stored, collected, or processed in the United States, where our servers are located and operated.

### Notice to California Residents

This section applies to our collection and use of Personal Information if you are a resident of California, as required by the California Consumer Privacy Act of 2018 and its implementing regulations, as amended by the California Privacy Rights Act (“CCPA”), where “Personal Information” has the definition set forth in the CCPA.

Reworld™ makes the following disclosures regarding the Personal Information it has collected within the 12-month period preceding the date this Policy was last updated:

#### Sources of Personal Information

We collect Personal Information from the categories of sources detailed in the *Personal Information We Collect* section above.

#### Use of Personal Information

We collect Personal Information for the business and commercial purposes detailed in the *How We Use Personal Information* section above.

#### Disclosure of Personal Information

The categories of third parties to whom we disclose Personal Information for a business or commercial purpose are detailed in the *How We Disclose Personal Information* section above. The categories of third parties to whom we sell or share Personal Information are set forth in the chart below. We do not knowingly sell or share the Personal Information of minors under the age of 16.

Categories of Personal Information We Collect	Categories of Third Parties to Whom We Sell or Share Personal Information
Identifiers	<ul style="list-style-type: none"><li>· Third-party marketers</li><li>· Analytics providers</li><li>· Other third parties that set cookies and other online tracking technologies on our website</li></ul>
Personal information, as defined in the California customer records law	We do not sell or share this category of Personal Information.
Characteristics of protected classifications under California or Federal Law	We do not sell or share this category of Personal Information.
Internet or other similar network activity	<ul style="list-style-type: none"><li>· Third-party marketers</li></ul>

	<ul style="list-style-type: none"> <li>· Analytics providers</li> <li>· Other third parties that set cookies and other online tracking technologies on our website</li> </ul>
Audio, electronic, visual, thermal, olfactory, or similar information	We do not sell or share this category of Personal Information.
Inferences drawn from other Personal Information	We do not sell or share this category of Personal Information.
Professional or employment-related information	We do not sell or share this category of Personal Information.
Sensitive Personal Information	We do not sell or share this category of Personal Information.

**Your Privacy Rights and How to Exercise Them**

Depending on where you are located, you may have the following rights with respect to your personal information:

- *Access* – The right to know what personal information we have collected about you and to access such personal information.
- *Data portability* – The right to receive a copy of your personal information in a portable and readily usable format.
- *Deletion* – The right to delete your personal information that we have obtained, subject to certain exceptions.
- *Correction* – The right to correct inaccuracies in your personal information.
- *Opt out of certain processing* – The right to opt out of the sale or sharing of your personal information, or the right to opt out of processing for purposes of targeted advertising.

To exercise any of the privacy rights afforded to you, please submit a request to us by emailing us at [privacy@reworldwaste.com](mailto:privacy@reworldwaste.com). You may also initiate any opt outs by broadcasting an Opt-Out Preference Signal, such as the Global Privacy Control (GPC). We honor Opt-Out Preference Signals, including GPC. If you choose to use an Opt-Out Preference Signal, you will need to turn it on for each supported browser or browser extension you use.

You will not be discriminated against in any way by virtue of your exercise of the rights listed in this Policy which means we will not deny our Services to you, provide different prices or rates for Services to you, or provide a different level or quality of Services to you. Only you, or an authorized agent that you authorize to act on your behalf, may make a request related to your Personal Information.

We must verify your identity before fulfilling your requests, and if we cannot verify your identity, we may request additional information from you. If you are an authorized agent making a request on behalf

of another person, we will also need to verify your identity, which may require proof of your written authorization or evidence of a power of attorney. We endeavor to respond to requests within the time period required by applicable law. If we require more time, we will inform you of the reason and extension period in writing.

We do not charge a fee to process or respond to your requests unless they are excessive or repetitive. If we determine that a request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request. We may deny certain requests, or only fulfill some in part, as permitted or required by law. If you are not satisfied with the resolution of your request and you are afforded a right to appeal such decision, you will be notified of our appeal process in our response to your request.

#### Other California Privacy Rights

Under California Civil Code Section 1798.83, individual customers who reside in California and who have an existing business relationship with us may request information about our disclosure of certain categories of Personal Information to third parties for the third parties' direct marketing purposes, if any. To make such a request, please contact us at [privacy@reworldwaste.com](mailto:privacy@reworldwaste.com). Please be aware that not all information sharing is covered by these requirements and only information on covered sharing will be included in our response. This request may be made no more than once per calendar year.

#### **Children's Privacy**

Our Services are not intended for use by anyone younger than the age of 13 and we do not knowingly collect personal information from individuals younger than age 13.

#### **Changes to this Policy**

Please note that we may modify or update this Policy from time to time, so please review it periodically. We will provide you notice if material changes are made. Unless otherwise indicated, any changes to this Policy will apply immediately upon posting to our website.

#### **Contact Us**

If you have any questions about this Policy, please contact us at [privacy@reworldwaste.com](mailto:privacy@reworldwaste.com).