Vital Farms California Employment Candidate Privacy Statement

Last updated: June 10, 2025

This Vital Farms California Employment Candidate Privacy Statement ("Statement") explains our collection, use, and disclosure of Personal Information (defined below) relating to applicants, candidates, and prospective California employees and workers and the information collected and processed by Vital Farms as part of our recruitment, application, and hiring process ("Candidate(s)" or "you").

This Statement applies to Vital Farms, Inc. (collectively with its subsidiaries, "Vital Farms," "we," "our," or "us"). A Vital Farms entity may collect or process Personal Information on behalf of another Vital Farms entity. If a Candidate is hired for employment in other locations, a separate privacy statement may cover how we use Personal Information.

We designed this Statement to comply with the California Consumer Privacy Act of 2018, Civil Code section 1798.100 et seq.as amended ("CCPA"). We do not intend for this Statement to create any rights beyond CCPA. You can find specific disclosures regarding how we collect, use, retain, disclose and sell or share Personal Information by selecting the provided links. Please review the "Exercising Your Rights" section for more information on how to exercise your rights with respect to your Personal Information.

Personal Information We Collect

Personal Information is information that identifies, relates to, describes, is reasonably capable of being associated with, or could be reasonably linked, directly or indirectly, with a particular Candidate or Candidate's household. Personal Information does not include de-identified information.

The categories of Personal Information we have collected within the last 12 months includes the following:

Personal Information Category	Examples
Identifiers and contact data	**Contact information and identifiers**, such as first and last name, unique online identifiers, account and usernames, IP address, email addresses, billing and mailing addresses, telephone numbers, signatures, and other identifiers described in the sensitive information category below
Categories of Information described in subdivision (e) of Section 1798.80 of the California Civil Code	**We may collect the following information that identifies, relates to, describes, or is capable of being associated with you**: • Name, signature • Social security number • Physical characteristics or description • Address, telephone number

	• Passport number, driver's license or state identification card number • Education, employment, employment history • Bank account number or any other financial information • Medical and health information
Demographic data including characteristics of protected classifications under California or federal law	**Protected classification information such as**: • Race, ethnicity • Sex/gender • Medical condition, disability • Military or veteran status
Internet or other electronic network activity	**Analytics or monitoring data,** including as related to Candidate communications and use of our devices, systems, wi-fi, internet service, internal and external websites, equipment, applications, databases, network resources, and infrastructure ("Systems"); and personal devices used to connect to our Systems; including system log data such as IP address, browser type, and language, device information, access times, and referring website addresses; information collected through web beacons, like cookie IDs; information collected through mobile apps, like mobile device IDs; usage data, such as time spent on our Systems, features used, and actions taken in our Systems, including page views, links clicked, and documents downloaded; contents, header, metadata, delivery and access information for voice calls, voicemail, emails, chats, messaging, documents, and other communications, data, and files stored or transmitted through Company Systems. You can review how our websites and online services store and retrieve Personal Information using cookies and similar technologies as described in the section below titled "How do we and our providers use cookies and similar technologies?"
Audio, electronic, visual, thermal, olfactory, or similar information	**Facial images and voice information**, such as photos, videos, and voice recordings such as when you communicate with us or visit one of our physical offices.
Professional or employment-related information	**Demographic data, some of which may be protected classifications under California or federal law,** such as age including date of birth, gender, marital status, spouse and dependents, and certain Sensitive Personal Information categories, described below **Content of Communications**, such as communications with our recruiting and IT support teams (for example, we record calls and store the contents of your communications with us via our website, app, chat features, and other channels). **Work permit status**, such as immigration, residency, and related information

	Professional and background information, such as professional title or occupation, information provided within your resume/CV, references, recommendations, academic and education background and qualifications, work skills and experience, professional certifications and registrations, language capabilities, training courses attended, work and salary history, results of credit history and criminal background checks, results of drug and alcohol testing, health screenings or certifications, and driving and vehicle licensing and history; results from pre-hire assessments **Benefits information**, such as information for determining benefits and cost estimation, (which may require information about gender, age, birthdate, marital status, and Personal Information of spouse and dependents) **Travel information**, such as loyalty programs numbers; dates and length of travel; hotel names and locations; and travel routes and departures, stops, and destination points **Personal vehicle information**, such as license plate number, color, year, make, and model **Social media data,** such as public profiles, posts, likes, and replies **Inferences** from other data we collect *for purposes other than creating a profile*, including using automated means to generate information about your likely preferences or other characteristics ("**inferences**"). For example, we infer your general geographic location (such as city, state, and country) based on your IP address **Other information** necessary for our legitimate human resources, business, security, or safety-related purpose
Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes	Inferences from pre-hire tests or assessments

Sensitive Personal Information

To support our legal and business activities, and as permitted by law, we may collect Personal Information that is considered "sensitive" ("Sensitive Personal Information") as part of our employment recruitment process.

Examples of Sensitive Personal Information that we collect include:

- Government-issued identifiers, such as social security information, driver's license information, state identification card, or passport information
- Account log-in, financial account, debit card, or credit card number in combination with a security or access code, password, or credentials that allow access to an account
- Sensitive demographic information such as racial or ethnic origin, or citizenship or immigration status
- Health information (such as when you request a health accommodation or complete our voluntary self-identification of disability form)

Sources of Personal Information

We collect Personal Information from a variety of sources, including as follows:

- Directly collected from you
- Automatically collected from you through your devices, online activity, and other communication interactions
- Inferences we may derive from information we have collected
- References provided by you, including former and current employer
- Service providers (e.g., expense reimbursement services, recruiters, cookies and similar technologies related to our providers' services)
- Insurance and benefits providers
- Travel partners (e.g., travel agents and portals, car service, and ride share companies)
- Background check services
- Online sources including social networks and recruiting sites (e.g., LinkedIn)
- Open government databases and other public sources

Cookies and other technologies. We will also store a record of your preferences in respect of the use of these technologies in connection with your access to and use of our recruiting and hiring websites.

Cookies and similar technologies. Some of the automatic collection described above is facilitated by the following technologies:

- Cookies, which are small text files that websites store on user devices and that allow web servers to record users' web browsing activities and remember their submissions, preferences, and login status as they navigate a site. Cookies used on our sites include both "session cookies" that are deleted when a session ends, "persistent cookies" that remain longer, "first party" cookies that we place and "third party" cookies that our third-party business partners and service providers place.
- Local storage technologies, like HTML5, that provide cookie-equivalent functionality but can store larger amounts of data on your device outside of your browser in connection with specific applications.
- Web beacons, also known as pixel tags or clear GIFs, which are used to demonstrate that a webpage or email was accessed or opened, or that certain content was viewed or clicked

Our Retention of Personal Information

We retain Personal Information in accordance with our obligations under applicable labor and employment law and as necessary to administer and carry out our recruitment, application, and hiring practices.

How We Use Your Personal Information

We use Personal Information to administer and carry out the recruitment and hiring process, including for human resources and our operational, business, safety, and security purposes including as described in this Statement and below.

Human Resources Uses:

- Candidate evaluation and recruitment and hiring decisions;
- Interview travel and expense reimbursement processing;
- Benefits eligibility determination;
- Evaluation of Candidate skills, qualifications, professional background;
- Information verification and reference or background checks (where permitted by local laws);
- Communicate with you about your application and our application and hiring processes, including interviews and assessments;
- Manage and improve our recruiting, and hiring efficiency and effectiveness;
- Legal and policy compliance administration and enforcement, including for the purpose of anti-discrimination laws and government reporting obligations.

Operational, Business, Safety, and Security Purposes

- Managing, monitoring, measuring, analyzing, protecting, and improving, our websites, assets, and resources, including managing and protecting unauthorized access and use of company, personal, and customer data, devices, systems, and infrastructure; and protecting our websites and internal systems from intrusions;
- Managing and improving workplace, recruiting, and hiring efficiency and effectiveness;
- Communications and collaboration (which may include our recording or storing telephone, video, email, or online chat communications);
- Personalization to understand your preferences to enhance your recruitment and hiring experience;
- Research and improvement of our websites, processes, products, services, and technology;
- Legal and policy compliance administration and enforcement, including monitoring access and use of our Systems.

How do we and our providers use cookies and similar technologies?

We, and our analytics and advertising providers, use these technologies on our websites to collect Personal Information when you access and use our website, including Personal Information about your online activities over time and across different websites or online services. This data is used to store your preferences and settings, enable you to sign in, analyze how our websites, apps, and services perform, track your interaction with the site or app,

develop inferences, combat fraud, and fulfill other legitimate purposes. We and/or our providers share the data we collect or infer with other providers for these purposes, as described in the "Disclosures of Personal Information" section below.

Finally, we may generate and use de-identified information in accordance with applicable law.

If you become a Vital Farms employee or worker, Personal Information we collected as part of the application and hiring process will become part of your employment file and will be used and disclosed in accordance with our California Worker Privacy Statement.

How We Disclose Personal Information

We disclose the categories of Personal Information described above in the Privacy Statement to the following categories of recipients, for the business purposes described in this Statement and below.

Category of Recipient
Our Subsidiaries and Affiliates. For example, our entities [may] access and use shared business processes and common data systems.
Service Providers Working on our Behalf. For example, companies we've hired to provide recruiting, administrative, and communications services (including those that record or store communications), and protect and secure our systems and service.
Independent Providers. For example, with travel providers and ride share services. To the extent that we provide Personal Information to such providers, that Personal Information is governed by their privacy statements.
Parties to a Corporate Transaction or Proceeding. For example, a merger, financing, acquisition, bankruptcy, dissolution, or a transfer, divestiture, or sale of all or a portion of our business or assets.
Law Enforcement and Those with Legal Necessity. We will access, transfer, disclose, and preserve Personal Information to: • comply with applicable law or respond to valid legal process, including from law enforcement or other government agencies; • operate and maintain the security of Vital Farms Systems, including to prevent or stop an attack on our computer systems or networks; • protect the rights or property or ourselves or others, including enforcing our agreements, terms, and policies; or • act in urgent circumstances such as protecting the health or personal safety of a candidate, employee, worker, agent, customer, user of Vital Farms services, or member of the public.

Additionally, we sell or "share" (for cross-contextual behavior advertising) the following categories of Personal Information with advertising providers, as described in this Statement and below.

- Internet or other electronic network activity
- Inferences

Please see the "Your Choices" and "Your Privacy Rights" sections below for more details on managing your privacy preferences.

Our website and certain applications and services that we make available to you during the recruiting and hiring process may include integrations, references, or links to services provided by providers whose privacy practices differ from ours. If you provide Personal Information via these integrations, references, or links, or allow us to disclose Personal Information to them, that information is governed by their privacy statements.

Finally, we may disclose de-identified information in accordance with applicable law.

Your Choices

We provide a variety of ways for you to control the Personal Information we hold about you, including choices about how we use that data. In some jurisdictions, these controls and choices may be enforceable as rights under applicable law.

Opt out of communications. You may opt out of optional email communications from us related to new jobs or roles that become available by following the opt-out or unsubscribe instructions at the bottom of the email, or by contacting us. If you receive text messages from us, you may opt out of receiving further text messages from us by replying STOP to our message. If you receive a call from us related to new jobs or roles that become available, and no longer wish to receive such calls, you can ask to be placed on our do-not-call list. If you choose to opt out from optional communications, you will continue to receive communications from us about your existing application with us.

Cookies. Most browsers let you remove or reject cookies. To do this, follow the instructions in your browser settings. Many browsers accept cookies by default until you change your settings. Please note that if you set your browser to disable cookies, the Service may not work properly. For more information about cookies, including how to see what cookies have been set on your browser and how to manage and delete them, visit www.allaboutcookies.org. You can also configure your device to prevent images from loading to prevent web beacons from functioning.

Blocking images/clear gifs: Most browsers and devices allow you to configure your device to prevent images from loading. To do this, follow the instructions in your particular browser or device settings.

Advertising Choices. You may be able to limit use of your information for interest-based advertising through the following settings/options/tools.

- You can use the Global Privacy Control setting in a web browser or browser extension (as described further below).

- Browser settings. Changing your internet web browser settings to block third-party cookies.
- Privacy browsers/plug-ins. Using privacy browsers and/or ad-blocking browser plug-ins that let you block tracking technologies.
- Platform settings. Google and Facebook offer opt-out features that let you opt-out of use of your information for interest-based advertising. You may be able to exercise that option at the following websites:
- Google: https://adssettings.google.com/
- Facebook: https://www.facebook.com/about/ads
- Ad industry tools. Opting out of interest-based ads from companies that participate in the following industry opt-out programs:
    - Network Advertising Initiative: https://www.networkadvertising.org/managing/opt_out.asp
    - Digital Advertising Alliance: optout.aboutads.info.

You will need to apply these opt-out settings on each device and browser from which you wish to limit the use of your information for interest-based advertising purposes.

We cannot offer any assurances as to whether the companies we work with participate in the opt-out programs described above.

Do Not Track. Some Internet browsers may be configured to send "Do Not Track" signals to the online services that you visit. We currently do not respond to "Do Not Track" signals. To find out more about "Do Not Track," please visit https://www.allaboutdnt.com.

Global Privacy Control. Some browsers and browser extensions support the "Global Privacy Control" (GPC) or similar controls that can send a signal to the websites you visit indicating your choice to opt-out from certain types of data processing, including data sales and/or targeted advertising, as specified by applicable law. When we detect such a signal, we will make reasonable efforts to respect your choices indicated by a GPC setting or similar control recognized by regulation or otherwise widely acknowledged as a valid opt-out preference signal.

Declining to provide information. We need to collect Personal Information to provide certain services. If you do not provide the information we identify as required or mandatory, we may not be able to provide those services.

Your Privacy Rights

We provide Candidates with a notice about the Personal Information we collect, how it will be used, and with whom we disclose Personal Information, such as through this Statement. We will get consent from Candidates for the collection and use of Personal Information where such consent is required by applicable law. Failure to provide necessary Personal Information may disqualify a Candidate from employment or restrict participation in certain plans or programs.

Right to Know. You have a right to request that we disclose the Personal Information we have collected about you. You also have a right to request additional information about our collection, use, disclosure, sale, or sharing of Personal Information. Note that we have provided much of this information in this Statement.

Right to Request Correction. You have the right to request the correction of inaccurate Personal Information.

Right to Request Deletion. You also have a right to request that we delete Personal Information under certain circumstances, subject to lawful exceptions.

Please submit requests for requests to know, correct, or delete Personal Information as described in the Exercising Your Rights section below.

Right to Opt-Out. If we "sell" or "share" your Personal Information as defined by the California Consumer Privacy Act ("CCPA"), you can opt out of those disclosures.

- Opt-out of the "sharing" of Personal Information (i.e., tracking for targeted advertising purposes). You can opt out of certain tracking activities for targeted advertising (also known as interest-based advertising) purposes.
- Opt-out of the "sale" of Personal Information. You may ask us not to sell Personal Information.

We do not "sell" Personal Information as defined by the CCPA and have not sold Personal Information in the preceding 12 months except to the extent that use of the interest-based advertising services, analytics, and/or other tracking technologies as described above constitutes a "sale" under the CCPA. We do not have actual knowledge that we have sold or shared the Personal Information of California residents who are under 16 years of age.

Please review the "Your Choices" section above or the options via our "Do Not Sell or Share My Personal Information" link on the bottom of our website for details on how to opt-out from the sale or sharing of Personal Information.

Right to Limit Use and Disclosure of Sensitive Personal Information.
Where we use or disclose Sensitive Personal Information to infer individual characteristics or for purposes other than those permitted by CCPA, you have a right to request that we limit our use and disclosure of such Sensitive Personal Information.

We do not use or disclose Sensitive Personal Information to infer individual characteristics or for additional purposes.

Right to Notice. You have a right to receive notice of our Personal Information collection, use, retention, and disclosure practices at or before the collection of Personal Information.

Right to Non-Discrimination. You have a right not to be discriminated against for exercising these rights set out in the CCPA.

Exercising Your Rights:

How to exercise your rights to know, access/portability, correction, and deletion. You may submit requests to exercise your right to know, access, deletion and correction to Privacy Requests, via email to privacy@vitalfarms.com, or by calling 1- 877-455-3063. The rights described above are not absolute, and in certain cases, we may decline your request as permitted by law. We cannot

process your request if you do not provide us with sufficient detail to allow us to understand and respond to it.

Exercising your right to opt-out of tracking for targeted advertising purposes. Like many companies, we use services that help deliver interest-based ads to you as described above. You can submit requests to opt-out of tracking for targeted advertising purposes here: Do Not Sell or Share My Personal Information. Your request to opt-out will apply only to the browser and the device from which you submit the request. You can also broadcast the Global Privacy Control (GPC) to opt-out for each participating browser system that you use. Learn more at the Global Privacy Control website.

Verification of identity; Authorized agents. We may need to verify your identity to process your requests to exercise your rights to know, access, deletion, and correction, and we reserve the right to confirm your California residency.

Your authorized agent may make a request on your behalf upon our verification of the agent's identity and our receipt of a copy of a valid power of attorney given to your authorized agent pursuant to applicable state law. If you have not provided your agent with such a power of attorney, we may ask you and/or your agent to take additional steps permitted by law to verify that your request is authorized, such as information required to verify your identity and that you have given the authorized agent permission to submit the request.

Changes to This Statement

We reserve the right to modify this Privacy Policy at any time. If we make material changes to this Privacy Policy, we will notify you by updating the date of this Privacy Policy and posting it on the Service or other appropriate means. Any modifications to this Privacy Policy will be effective upon our posting the modified version (or as otherwise indicated at the time of posting). In all cases, your use of the Service after the effective date of any modified Privacy Policy indicates your acknowledging that the modified Privacy Policy applies to your interactions with the Service and our business.

How to Contact Us

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