

PRIVACY POLICY – EMPLOYEES AND APPLICANTS

Viz Cattle Corp. DBA as SuKarne

The California Consumer Privacy Act (CCPA) and the California Privacy Rights Act (CPRA), give California residents certain rights. As an employee, you have the right to know what categories of Personal Information Viz Cattle Corp. DBA as SuKarne (“Company”) collects about you and the purposes for which such information is collected. In addition, you have the right to know what specific rights the CPRA provides you regarding your personal information and how to exercise those rights. This policy describes the Company’s online and offline information practices in accordance with applicable law.

1. Personal Information and Sensitive Personal Information

We collect information that identifies, relates to, describes, references, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer, household, or device (personal information). Personal information does not include publicly available information from government records or identified or aggregated consumer information.

We collect the following categories of personal information:

CATEGORY	EXAMPLES
Identifiers.	A real 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.
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 or breastfeeding and related medical conditions), sexual orientation, transgender status, transitioning status, veteran or military or uniform service member status, genetic information (including familial genetic information).

Biometric information.	Fingerprints.
Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.
Professional or employment-related information.	Current or past job history or performance evaluations.

Sensitive personal information.	Personal information that reveals a consumer's social security, driver's license, state identification card, or passport number, account log-in, financial account, citizenship or immigration status, mail, email, or text message content, unless the business is the intended recipient of the communication; processing of biometric information for the purpose of uniquely identifying a consumer.
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The categories of personal information listed above are collected from: 1) you; 2) prior employers, references, recruiters, job-related social media platforms; 3) third-party sources of demographic information; 4) third-party companies, such as drug testing facilities; and 5) claim administrators and investigators. Depending on the Company's interactions with you, we may or may not collect all of the information identified about you.

We may use, or disclose the personal information we collect for one or more of the following authorized business or commercial purpose:

1. For hiring, retention, and employment purposes;
 - Onboarding processes;
 - Timekeeping, payroll, and expense report administration;
 - Employee benefits administration];
 - Employee training and development requirements;
 - Creation, maintenance, and security of online employee accounts;
 - Reaching emergency contacts when needed in the event of injury or illness;
 - Workers' compensation claims management;
 - Employee job performance, including performance reviews, promotions, discipline, and termination;
 - Other Human Resources Purposes.
2. To operate, manage, and maintain our business purposes and objectives, including, for example:
 - Conducting workforce research, analytics, and data analysis;
 - Protecting confidential and trade secret information;
 - Detecting and preventing fraud;
 - Maintain operations for safety purposes;
 - Complying with the law, legal process, and internal policies;
 - Maintaining records;
 - Claims processing;
 - Responding to legal requests for information and subpoenas; and
 - Exercising and defending legal claims.
3. Manage and monitor employee access to company facilities, equipment and systems];
4. Conduct internal audits and workplace investigations;
5. Investigate and enforce compliance with and potential breaches of Company policies and procedures;
6. Comply with all applicable laws and regulations.

Personal Information	Purpose of Use
Identifying information	1, 2, 3, 4, 5, 6
Demographic data	1, 2, 6

Contact information	1, 2, 6
Dependents or other individual's information	1, 2, 6
National identifiers	1, 2, 6
Educational and professional background	1, 2
Employment details	1, 2, 3, 4, 5, 6
Financial information	1, 6]
Health and Safety information	1, 2, 6
Information Systems (IS) information	2, 3, 4, 5
Biometric information	1, 2, 3, 4, 5
Surveillance information	2, 3, 4, 5
Profile or summary	1

The Company retains the information it receives about you for a period of 7 years, unless a shorter or longer period is required by California or federal law.

2. Consumer Rights

- *Right to Know About Personal Information Collected, Disclosed*

You have the right to request that we disclose certain information to you about our collection and use of your personal information over the past 12 months (the "right to know"). Once we receive your request and confirm your identity, we will disclose to you:

- The categories of personal information we collected about you.
- The categories of sources for the personal information we collected about you.
- Our business or commercial purpose for collecting that personal information.
- The categories of third parties with whom we share that personal information.
- The specific pieces of personal information we collected about you (also called a data portability request).

- *Right to Request Deletion of Personal Information*

You have the right to request that we delete any of your personal information that we collected from you and retained, subject to certain exceptions (the "right to delete"). Once we receive your request and confirm your identity, we will review your request to see if an exception allowing us to retain the information applies. We may deny your deletion request if retaining the information is necessary for us or our service provider(s) to:

- Complete the transaction for which we collected the personal information, provide a good or service that you requested, take actions reasonably anticipated within the context of our ongoing business relationship with you.
- Detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, or prosecute those responsible for such activities.
- Debug products to identify and repair errors that impair existing intended functionality.
- Exercise free speech, ensure the right of another consumer to exercise their free speech rights, or exercise another right provided for by law.

- Comply with the California Electronic Communications Privacy Act (Cal. Penal Code § 1546, et seq.).
- Engage in public or peer-reviewed scientific, historical, or statistical research in the public interest that adheres to all other applicable ethics and privacy laws, when the information's deletion may likely render impossible or seriously impair the research's achievement, if you previously provided informed consent.
- Enable solely internal uses that are reasonably aligned with consumer expectations based on your relationship with us.
- Comply with a legal obligation.
- Make other internal and lawful uses of that information that are compatible with the context in which you provided it.

When required, we will delete or deidentify personal information not subject to one of these exceptions from our records and will direct our service providers to take similar action.

- *Right to Limit Use and Disclosure*

You have the right to limit how we use and disclose your sensitive personal information. At any time, on request, you may restrict the use and disclosure of such information to just the permitted sensitive personal information purposes. vizcattle.com

- *Right to Correct Inaccurate Information*

You have the right to request a correction of any inaccuracies in the personal information we hold about you. This right is subject to commercially reasonable efforts to correct inaccurate personal information. Rather than correct, we also may delete the contested personal information if the deletion does not negatively impact you or if you consent, and the deletion does not violate any applicable laws. We have the discretion to deny a correction request if the request proves to be impossible, involves disproportionate effort, or if you improperly seek correction of accurate information.

- *Right to Non-Discrimination for the Exercise of a Consumer's Privacy Rights*

We will not discriminate or retaliate against you for exercising your rights to receive a notice at collection concerning your personal information or to file a private right of action following a data breach involving your personal information caused by a failure to maintain reasonable safeguards. In addition, we will not discriminate or retaliate against you for exercising your right to know, right to delete, right to opt-out, right to limit, or right to correct personal information.

- *Exercising Your Rights to Know, Correct, or Delete*

- To exercise your rights to know, correct, or delete described above, please submit a request by either:
 - Calling us at 1-866-604-9862
 - Emailing us at eddy.gutierrez@sukarneglobal.com
 - Vizcattle.com
- Only you, or someone legally authorized to act on your behalf, may make a request to know, correct, or delete related to your personal information. We may request proof of the signed authorization.

- You may also make a request to know, correct, or delete on behalf of your child by submitting a signed consent form under penalty of perjury and return it by mail, fax, or electronic scan.
- You may only submit a request to know twice within a 12-month period. Your request to know or delete must:
 - Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative, which may include reasonable commercial means such as asking you for information only the consumer would know, asking you to confirm specific data points we have about you, or requiring you to sign a consent form under penalty of perjury and return it by mail, fax, or electronic scan.
 - Describe your request with sufficient detail that allows us to properly understand, evaluate, and respond to it.

We cannot respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm that the personal information relates to you. You do not need to create an account with us to submit a request to know or delete.

We will only use personal information provided in the request to verify the requestor's identity or authority to make it.

If you wish to exercise your right to opt-out of the sharing or sale of personal information or limit the use of your sensitive personal information, the link to the Notice of Right to Opt-out of Sale/Sharing can be found here: vizcattle.com.

We do not share your information with third parties. We only share your information with the following categories of third parties:

Payroll, Benefits, Human Resources, Information Technologies,

For Inquiries and/or to Submit Requests for Information, Deletion or Correction.

Please contact either: (1) Eddy Gutierrez, 310-884-5260 ext 100, eddy.gutierrez@sukarneglobal.com, 17800 Castleton St #435 City of Industry, CA 91748, OR (2) 1-866-604-9862 for inquiries about the Company's policy, or to submit your requests for information, opt-out, deletion, or correction.

12/06/2023