



**Privacy Notice for Handling Personal Information
For Job Candidates – California**

The protection of individuals' personal information is important to Westlake. For this reason, we have developed this Privacy Notice for Handling Personal Information, which we ask you to read carefully. We are providing this notice to you, as a California resident, in accordance with California Civil Code Sec. 1978.100(b) ("CCPA").

For purposes of this Notice, personal information is any information that either directly or indirectly reasonably identifies, relates to, is capable of being associated with, describes, or could reasonably be linked to a particular person or household.

1. What categories of personal information do we collect about job candidates and for what purposes do we use the information?

During the recruitment and selection processes, we obtain the following categories of personal information about candidates and use them for the purposes described in the table below. We will not use your personal information beyond these purposes without notifying you first. The Company may add to the categories of personal information it collects and the purposes it uses personal information. In that case, we will inform you.

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES OF USE
<ul style="list-style-type: none">Identifiers and contact information (e.g., personal, including name; contact information; signature; and other similar contact information and identifiers)	<ul style="list-style-type: none">Collect and process candidate applications including confirming eligibility, background and related checks, and onboarding.Evaluate your profile, and where appropriate, put together a job offer for you.To communicate with you.Allow you access to our facilities.Ask for job references.Carry out the necessary investigation, evaluation, and interviews during the recruitment and selection process.Conform candidate files to our standard process.Address the requests that you send us in relation to your personal information.Maintain records and meet record retention requirements.Notify you about substantial changes we make to this Privacy Notice.Comply with any legal requirements or obligations.Enforce our rights and assert defenses in case of litigation.Ensure our security and that of our information, our facilities, employees, and other third parties.

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES OF USE
	<ul style="list-style-type: none"> • Comply with applicable state and federal laws. • Recruiting.
<ul style="list-style-type: none"> • Information that identifies, relates to, describes, or is capable of being associated with, a particular individual as described in California Civil Code Section 1798.80 (e.g., bank account information, financial information, medical information, health insurance information, and employment history). 	<ul style="list-style-type: none"> • Collect and process candidate applications, including confirming eligibility, background and related checks, and onboarding. • Corroborate the information you provided in your application. • Evaluate your ability to perform the job for which you are applying. • Evaluate your profile, and where appropriate, put together a job offer for you. • Ask for job references. • Carry out the necessary investigation, evaluation, and interviews during the recruitment and selection process. • Conform candidate files to our standard process. • Comply with any legal requirements or obligations. • Enforce our rights and assert defenses in case of litigation. • Maintain records and meet record retention requirements. • Comply with applicable state and federal laws.
<ul style="list-style-type: none"> • Information about an individual's membership in a protected class under California or federal law 	<ul style="list-style-type: none"> • Comply with any legal requirements including applicable state and federal Equal Employment Opportunity laws. • Enforce our rights and assert defenses in case of litigation. • Maintain records and meet record retention requirements. • Design, implement, and promote the Company's diversity and inclusion programs.
<ul style="list-style-type: none"> • Professional and employment-related information. (e.g., data submitted with employment applications, employment history, employment recommendations, background check) 	<ul style="list-style-type: none"> • Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding. • Maintain records and complying with record retention requirements. • Communicate with you. • Comply with applicable state and federal laws. • Business management. • Recruiting.

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES OF USE
<ul style="list-style-type: none"> Education information (e.g., education history.) 	<ul style="list-style-type: none"> Evaluate an individual's appropriateness for a position at the Company.
<ul style="list-style-type: none"> Sensitive Personal Information (e.g., SSN, driver's license, state identification card, or passport number, financial account information that allows access to an account, including log-in credentials, financial account numbers, passwords, union membership, content of mail, email, and text messages unless the Company is the intended recipient of the communication, information concerning health or sexual orientation.) 	<ul style="list-style-type: none"> Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding Maintain records and complying with record retention requirements Comply with applicable state and federal laws Comply with any legal requirements including applicable state and federal Equal Employment Opportunity laws. Enforce our rights and assert defenses in case of litigation. Maintain records and meet record retention requirements. Design, implement, and promote the Company's diversity and inclusion programs.

2. Sources of Personal Information We Collect.

You. We collect personal information that you provide during your interactions with us, such as through your application, when you communicate with us online, by mail, email or phone, or during an interview.

Service providers. We may collect personal information from service providers and contractors who assist us with recruiting, investigations or related activities.

Third parties. We may collect information from your employer, references, staffing agency, or other third parties, as permitted by applicable law.

Public sources. We may also collect information from publicly available sources, such as the media (including social media) and online search engines, as permitted by applicable law.

3. **Disclosure.** The Company **does not sell or share** the categories of personal information listed above, as those terms are defined under the CCPA. To carry out the purposes stated, the Company may disclose information to the following categories of third parties: background check vendors, third-party staffing vendors; information technology vendors; outside legal counsel; state or federal governmental agencies.
4. **Retention of your personal information.** We retain your personal information for as long as necessary to process your application for employment, compatible purposes, and in accordance with the Company's data retention schedule. We may retain your personal information for longer if it is necessary to comply with our legal obligations or reporting obligations, resolve disputes,

or as permitted or required by applicable law. We may also retain your personal information in a deidentified or aggregated form so that it can no longer be associated with you.

To determine the appropriate retention period for your personal information, we consider various factors such as the amount, nature, and sensitivity of your information; the potential risk of unauthorized access, use or disclosure; the purposes for which we collect or process your personal information; applicable legal requirements. Personal information does not include certain categories of information, such as publicly available information from government records, and deidentified or aggregated consumer information.

5. **California Resident Rights.** Candidates who are California residents have the following rights under the CCPA, as applicable.

Right To Know About Personal Information Collected or Disclosed. In addition to what is described above, you have the right to request additional information about the following for the preceding 12 months:

- the categories of personal information we collected about you,
- the categories of sources from which we collected your personal information,
- the business or commercial purpose for which we collected, sold, or shared your personal information (note – we do not sell or share your personal information as those terms are defined by the CCPA)
- the categories of third parties to whom we disclosed your personal information, and
- the specific pieces of personal information we collected about you.

We will provide a response to a verifiable request (see below) to exercise this right, as applicable under the CCPA.

Right to Request Deletion of Your Personal Information. You have the right to request that we delete the personal information we collected or maintain about you. Once we receive your request, we will let you know what, if any, personal information we can delete from our records. We will also direct any service providers and contractors to whom we disclosed your personal information to delete your information from their records.

There may be circumstances where we cannot delete your personal information or direct service providers or contractors to delete your information from their records. Such instances include, but are not limited to, to enable solely internal uses that are reasonably aligned with your expectations based on your relationship with us and compatible with the context in which you provided the information, or to comply with a legal obligation.

We will provide a response to a verifiable request (see below) to exercise this right, as applicable under the CCPA.

Right to Request Correction of Your Personal Information. You have the right to request that we correct any inaccurate personal information we maintain about you, taking into account the nature of that information and purpose for processing it. We will provide a response to a verifiable request (see below) to exercise a right, as applicable under the CCPA.

Right Not to be Discriminated Against for Exercising Your Rights. We will not discriminate or retaliate against you for exercising any of the rights described above.

Submitting Consumer Rights Requests. To submit a California rights request, please contact us by calling 1-844-951-2065 or sending an email to privacy@westlake.com. We reserve the right to only respond to verifiable consumer requests to know, delete, or correct.

Verifiable Requests. A verifiable request is one made by you or your authorized agent. If we request, you must provide us with sufficient information to verify your identity and/or authority of the authorized agent. In general, we may ask you to provide identifying information that we already maintain about you, or we may use a third-party verification service. In either event, we will try to avoid asking you for sensitive personal information to verify your identity. We may not be able to respond to your request or provide you with personal information if we cannot verify your identity or authority to make the request and confirm the personal information relates to you. Making a verifiable consumer request does not require you to create an account with us. Additionally, you will need to describe your request with sufficient detail to allow us to review, understand, assess, and respond. We will not use the personal information we collect from an individual to determine a verifiable request for any other purpose, except as required or permitted by law.

Authorized Agent. You may authorize a natural person or a business (agent) to act on your behalf with respect to these rights. When an agent submits a Request to Know, Correct, or Delete, the agent must provide proof that you gave the agent signed permission to submit the request, and you either must (i) verify you own identity with the business or (ii) directly confirm with us that you provided permission to the agent. However, these steps are not required when you have provided the authorized agent with power of attorney pursuant to Probate Code sections 4000 to 4465. We reserve the right to deny requests from persons or businesses claiming to be authorized agents that do not submit sufficient proof of their authorization.

6. Changes to the Notice

We reserve the right to amend this Notice at any time without advance notice. If we make substantive changes to this Privacy Notice, we will inform job candidates through the email we have on file as a means of contact.

7. Contact Us

If you have questions about this notice, please call 1-844-951-2065.

Effective: January 2023

Most recent update: June 2025