



PANDOL BROS., INC. - PRIVACY POLICY

(Effective as of January 1, 2020; Updated as of December 27, 2019)

I. Introduction

This privacy policy (“Privacy Policy”) is intended to provide consumers a description of the Pandol Bros., Inc. (“Pandol” or “the Company”) practices, both online and offline, with respect to the Company’s collection, use, disclosure, and sale – to the extent the Company engages in any of these acts – of consumers’ personal information and of consumers’ rights regarding their personal information.

The Privacy Policy describes the Company’s generalized practices and is not intended to provide specific information regarding the Company’s activities with respect to an individual consumer’s personal information. For purposes of the Privacy Policy, the term “you” or “user” means any person viewing the Privacy Policy or a consumer whose personal information is collected and/or utilized by the Company.

Terms not defined herein shall have the meanings ascribed to those terms by the California Consumer Privacy Act (“CCPA,” Cal. Civ. Code §1798.100 et seq.), the regulations to the CCPA, and the California Online Privacy Protection Act (“COPAA,” Cal. Bus. & Prof. Code §22575 et seq.).

If you are unable to access this policy because of a language barrier, disability, or any other reason, please contact Cheri Diebel at cherid@pandol.com or (661) 725-3755, ext. 3904 so that the Company can provide you with a version of the Privacy Policy accessible to you.

BY USING THE COMPANY’S WEBSITE, YOU ARE INDICATING YOUR CONSENT TO THIS PRIVACY POLICY. IF YOU DO NOT AGREE WITH THIS PRIVACY POLICY, YOU SHOULD NOT USE THIS WEBSITE.

II. Collection, Disclosure, and Use of Personal Information

1. Summary of the Company’s Collection and Use of Personal Information

Pandol is a leading marketer of fresh table grapes, grown in California, Mexico, Chile and Peru, throughout the United States and globally. Additionally, the Company acts as a broker, exporter, importer, grower, and shipper of certain other agricultural commodities throughout the United States and the world. The Company employs people throughout California and other states, and in the regular course of business collects the personal information of job applicants, employees, vendors, contractors, employee beneficiaries, growers, emergency contacts and other related people as required by law and as required for the Company’s human resource (“HR”) processes.



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For example, personal information commonly collected by the Company includes information submitted in online and paper job applications, personal information included on HR and payroll forms, performance reviews, and job-related electronic communications and services (such as log-in identifications). Generally, this information is collected in order to comply with the Company's legal obligations, safety protocols and HR practices.

Pandol respects each persons' right to privacy, including the right to data privacy. Therefore, the Company processes sensitive personal data only as needed to meet legal obligations and retains all personal information securely in compliance with all applicable laws.

The Company has implemented measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. All information you provide to us is stored on our secure servers behind firewalls. The safety and security of your information also depends on you. Please be sure to maintain the confidentiality of all of your personal information and refrain from sharing it with others.

2. Table of the Company's Collection, Disclosure and Use of Personal Information

Below is a table that explains what personal information the Company has collected from consumers over the past twelve months, the categories of sources from which the Company collected the information, and the categories of Third Parties and Service Providers with whom the Company shares the personal information. Additionally, the table identifies whether or not the Company has sold or otherwise made available to Third Parties for a commercial purpose any category of personal information within the past twelve months. The Company takes commercially reasonable precautions to prevent unauthorized access or disclosure to your personally identifiable information, to maintain data and information accuracy, and to facilitate the appropriate use of information. We have implemented a variety of encryption and security technologies and procedures to protect information stored in our computer systems from unauthorized access. We use physical, electronic, and managerial procedures to protect the personally identifiable information we collect online. We also maintain procedural safeguards that restrict access to personally identifiable information to employees (or people working on our behalf and under confidentiality agreements) who need to know such information in order to provide the products and services that you request. Further, encryption technology and tools are used when collecting or transferring sensitive information such as credit card numbers. Additional database content is protected either by means of a two-key encryption algorithm Secure Socket Level ("SSL") encryption, and/or behind a firewall using security software.

The Company does not sell the personal information of anyone, including minors under 16 years of age.



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INFORMATION COLLECTED	SOURCES OF INFORMATION	BUSINESS PURPOSE(S)	THIRD PARTIES TO WHOM INFORMATION IS DISCLOSED
JOB APPLICANT(S)			
<p><u>Identifiers</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Legal names and aliases; • Signatures; • Addresses; • Telephone Numbers; • Email Addresses; • Social Security Numbers; • Driver’s License Numbers • State ID Card Numbers • Passport Number (or other acceptable documents for purposes of completing I-9 Employment Eligibility Form) 	<p>We collect this information directly from you when you:</p> <ul style="list-style-type: none"> • Are seeking employment by the Company <p>We may also collect this information from:</p> <ul style="list-style-type: none"> • Our background and credit-checking Service Providers when you ask us to verify your identity, obtain your credit history, screen your background, and check your criminal and eviction histories 	<p>We use this information to:</p> <ul style="list-style-type: none"> • Communicate with prospective employees; • Evaluate prospective employees; • Authorize visitor(s) on Company-premises; • Verify the identity of an employee or related person; • Verify employment eligibility; • Verify class and status of licenses 	<p>We share identifiers with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • With Payroll service providers • 401(k) Pension and Profit-Sharing Plans Administrators • With other users and Third Parties when you direct us to. For example, a Tenant may direct the Company to share their information with a Landlord • With financial technology Service Providers when you direct us to • With background and credit-checking Service Providers when you direct us to <p>We do not sell this information</p>
<p><u>Background Information</u>, including but not limited to:</p>	<p>We collect some of this information directly from you when you:</p>	<p>We use this information to:</p>	<p>We share this information with the following categories of persons in</p>



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<ul style="list-style-type: none"> • Employment and Educational History; • Medical Information and History • Criminal and financial history 	<ul style="list-style-type: none"> • Apply for employment with the Company <p>We may also collect this information from:</p> <ul style="list-style-type: none"> • Prior employers • Applicant provided references or recommendations • Our background and credit-checking Service Providers when you ask us to verify your identity, obtain your credit history, screen your background, and check your criminal and eviction histories 	<ul style="list-style-type: none"> • Assess an applicant’s eligibility to work in various positions; • Assess an applicant’s qualifications for various positions; • Verify drug-screening results to ensure safe working conditions and to maintain a drug-free work environment; • Complying with the Americans with Disabilities Act’s (“ADA”) accommodation analysis • Evaluate applicant’s suitable for position applied for. 	<p>the following circumstances:</p> <ul style="list-style-type: none"> • Insurance carriers in the event of a work-related accident or as requested for insurance coverage compliance. <p>We do not sell this information</p>
<p><u>Protected Classifications</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Age; • Gender 	<p>We collect this information directly from you when you:</p> <ul style="list-style-type: none"> • Apply for employment with the Company • Complete sign-up for Company sponsored insurance or other benefits plans 	<p>We use this information to:</p> <ul style="list-style-type: none"> • Comply with state and federal law; • Comply with governmental regulations, including affirmative action responsibilities; • Report demographics as required by the Equal Employment Opportunity Commission • Complete information for Company sponsored insurance and pension plans 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • Government regulatory agencies as required by law • Company insurance carriers • Company Pension Plan administrators <p>We do not sell this information</p>
<p><u>Biometric information</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Audio and/or Visual Records, Including Photographs; Eye, thumb or hand scans. 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> • Are employed by the Company • Submit your weekly timecard 	<p>We use this information to:</p> <ul style="list-style-type: none"> • Identify applicants and issue company identification cards; • Monitor security in conjunction with the Company’s site-security system using Closed Circuit Television equipment 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • Payroll service to process payroll



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	<ul style="list-style-type: none"> Enter into certain Company facilities 	<ul style="list-style-type: none"> Remotely capture weekly time worked by employees through time clock 	<ul style="list-style-type: none"> Government regulatory agencies as required by law <p>We do not sell this information</p>
EMPLOYEE(S), OWNER(S), DIRECTOR(S), AND OFFICER(S)			
<p><u>Identifiers</u>, including but not limited to:</p> <ul style="list-style-type: none"> Legal names and aliases; Signatures; Addresses; Telephone Numbers; Email Addresses; Social Security Numbers; Driver's License Numbers State ID Card Number; Federal ID Card Number; Passport Number (or other acceptable documents for purposes of completing I-9 Employment Eligibility Form) Insurance Policy Numbers 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Are employed by the Company or are appointed or elected as an Officer or Director of the Company <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Company insurance carriers Our background and credit-checking Service Providers when you ask us to verify your identity, obtain your credit history, screen your background, and check your criminal and eviction histories 	<p>We use this information to:</p> <ul style="list-style-type: none"> Process payroll; Withhold and pay appropriate taxes; Administer benefits, such as insurance and 401(k) distributions; Acknowledge the receipt of employment-related information or payroll checks; Verify the authenticity of documentation; Verify attendance at various international or safety related meetings; Communicate in writing with employees or related persons; Communicate verbally with employees or related persons; Communicate in writing via electronic means with employees or related persons; Undertake activities necessary for federal and state taxes related to wages earned by employees; Verify the identity of an employee or related person; Verify employment eligibility; Verify class and status of license; Facilitate international, business-related travel of an employee or related person; 	<p>We share identifiers with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> With Payroll service providers With Company insurance carriers 401(k) Pension and Profit-Sharing Plans Administrators With various State and Federal agencies as required by law With other users and Third Parties when you direct us to. For example, a Tenant may direct the Company to share their information with a Landlord With financial technology Service Providers when you direct us to With background and credit-



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		<ul style="list-style-type: none"> Enroll employees or related persons in Company-administered benefits beyond open enrollment periods; Assist in the administration of pending insurance claims 	<p style="text-align: center;">checking Service Providers when you direct us to</p> <ul style="list-style-type: none"> With airlines, hotels, car rental agencies, long term stay accommodation providers and other travel related Service Providers With Company credit card issuers With certain governmental or industry related licensing or reporting agencies or entities <p style="text-align: center;">We do not sell this information</p>
<p><u>Background Information</u>, including but not limited to:</p> <ul style="list-style-type: none"> Employment and Educational History; Medical Information and History Criminal and financial history 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Are employed by the Company <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Prior Employers Medical Testing Labs Our background and credit-checking Service Providers when you ask us to verify your identity, obtain your credit history, screen your background, and check your criminal and eviction histories 	<p>We use this information to:</p> <ul style="list-style-type: none"> Assess an employee's eligibility to work in various positions and to assess an employee's qualifications for a job position; Verify drug-screening results to ensure safe working conditions and to maintain a drug-free work environment Comply with the ADA's accommodation analysis 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> Insurance carriers in the event of a work-related accident As requested for insurance coverage compliance. <p style="text-align: center;">We do not sell this information</p>
<p><u>Protected Classifications</u>, including but not limited to:</p> <ul style="list-style-type: none"> Age; 	<p>We collect this information directly from you when you:</p>	<p>We use this information to:</p> <ul style="list-style-type: none"> Comply with state and federal law; 	<p>We share this information with the following categories of persons in</p>



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<ul style="list-style-type: none"> Gender 	<ul style="list-style-type: none"> Are signed up for Company sponsored insurance plans and company sponsored pension plans 	<ul style="list-style-type: none"> Reporting demographics as required by the Equal Employment Opportunity Commission; Complete insurance/pension enrollment documentation as required by carriers/plan document 	<p>the following circumstances:</p> <ul style="list-style-type: none"> Insurance carriers Pension plan administrator Various State and Federal agencies as required by law <p>We do not sell this information</p>
<p><u>Financial Information</u>, including but not limited to:</p> <ul style="list-style-type: none"> Bank Account Numbers 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Are employed by the Company Change bank accounts 	<p>We use this information to:</p> <ul style="list-style-type: none"> Process payroll; Administer direct deposit payments; Comply with payroll tax withholding legal obligations 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> The financial institutions for payroll direct deposit <p>We do not sell this information</p>
<p><u>Geolocation Data</u>, including but not limited to:</p> <ul style="list-style-type: none"> Precise or approximate location as determined through data such as your IP address or mobile device's GPS 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Engage the technology while operating company vehicles or using Company owned IT devices <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Company owned vehicle manufacturer's tracking technology 	<p>We use this information to:</p> <ul style="list-style-type: none"> Monitor the efficiency of driver-operations; Monitor the safety of driver-operations; Locate Company-owned vehicles and technology equipment if stolen or lost Provide assistance if requested by employee 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> Law enforcement in the event of a vehicle or device theft or accident <p>We do not sell this information</p>
<ul style="list-style-type: none"> <u>Commercial Information</u>, including but not limited to: Records of Products or Services obtained 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Submit expense statements or request funds to 	<p>We use this information to:</p> <ul style="list-style-type: none"> Reimburse employees, owners, officers or directors for business-related expenses 	<p>We share this information with the following categories of persons in the following circumstances:</p>



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<p>by employee, owners, officers or directors for Company travel or other purposes</p>	<p>facilitate travel or other operations</p> <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Other employees 		<ul style="list-style-type: none"> Credit card providers when disputing a charge or monitoring fraud activity <p>We do not sell this information</p>
<p><u>Biometric information</u>, including but not limited to:</p> <ul style="list-style-type: none"> Fingerprints; Handprints; Imagery of the Iris; Audio and/or Visual Records, Including Photographs 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Use certain Company time clock devices Access certain company facilities Are employed by the Company Sign documents on behalf of the Company requiring a notary acknowledgement <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Our alarm/security provider 	<p>We use this information to:</p> <ul style="list-style-type: none"> Allow employees to log working time using the Company's timekeeping system; Identify employees; Monitor security in conjunction with the Company's site-security system using Closed Circuit Television equipment Legally execute certain required documents 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> Alarm/Security provider Law enforcement in the event of a crime Insurance provider in the event of a claim for an event If subpoenaed by a court of law <p>We do not sell this information</p>
<p><u>Internet or other electronic network activity information</u>, including but not limited to:</p> <ul style="list-style-type: none"> Internet Activity Web Tracking Information 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Use company IT systems and equipment <p>We may also collect this information from:</p> <ul style="list-style-type: none"> IT service providers 	<p>We use this information to:</p> <ul style="list-style-type: none"> Monitor activity on Company-owned devices, if necessary; Administer data-flow over data lines; Conduct workplace investigations and/or disciplinary actions Monitor and test data security systems and firewalls 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> IT service providers to monitor system security, capacities and efficiencies <p>We do not sell this information</p>
<p>GROWERS, VENDORS, SERVICE PROVIDERS, AND/OR CONTRACTORS</p>			



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<p><u>Identifiers</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Legal names and aliases; • Signatures; • Addresses; • Telephone Numbers; • Email Addresses; • Social Security Number • Federal Tax ID Number • Insurance Policy Numbers 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> • Engage the Company to market your fruit • Become a vendor or service provider to the Company or send the Company billings/invoices for goods or services • Provide contract services to the company including labor, repairs and professional services 	<p>We use this information to:</p> <ul style="list-style-type: none"> • Process payments and pay invoices; • Withhold and pay appropriate taxes; • Complete a W-9 Tax Form; • Log and authorize access to Company facilities; • Comply with certification and/or program compliance rules and regulations; • Contact growers, vendors, service providers, and/or contractors; • Protect the Company’s right to file insurance claims, including ascertaining whether a grower, vendor, service provider, or contractor has sufficient insurance in place to comply with company policies regarding product or service standards as they pertain to food and worker safety matters and other regulatory compliance issues when necessary 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • Insurance carriers in the event of a claim or as policies require • Federal and state taxing authorities as required by law. • Legal subpoenas and writs as required by court action <p>We do not sell this information</p>
<p><u>Financial Information</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Bank Account Numbers 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> • Request wire transfer or ACH payments 	<p>We use this information to:</p> <ul style="list-style-type: none"> • Process payments via ACH or wire transfer if requested 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • Our financial institution for processing payments <p>We do not sell this information</p>
<p><u>Biometric information</u>, including but not limited to:</p> <ul style="list-style-type: none"> • Visual Records, Including Photographs and Video Recordings 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> • Visit certain Company owned facilities <p>We may also collect this information from:</p>	<p>We use this information to:</p> <ul style="list-style-type: none"> • Identify authorized persons in conjunction with site security system 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> • Insurance carrier in the event of an insurable event



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	<ul style="list-style-type: none"> Our alarm/security provider 		<ul style="list-style-type: none"> Law enforcement in the event of a crime <p>We do not sell this information</p>
<p><u>Commercial Information</u>, including but not limited to:</p> <ul style="list-style-type: none"> Records of Products or Services Obtained 	<p>We collect some of this information directly from you when you:</p> <ul style="list-style-type: none"> Deliver items Provide services Invoice for goods or services <p>We may also collect this information from:</p> <ul style="list-style-type: none"> Other providers if there is a joint operation or service 	<p>We use this information to:</p> <ul style="list-style-type: none"> Comply with regulatory and policy procedures, including reports related to food and worker safety compliance and compliance issues related to certain industry standards or designations such as Global Gap certification To verify accuracy of billings for goods and services 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> Required regulatory or certifying agencies <p>We do not sell this information</p>
EMERGENCY CONTACT(S) FOR JOB APPLICANT(S), EMPLOYEE(S), OWNER(S), DIRECTOR(S), OFFICER(S), MEDICAL STAFF MEMBER(S), AND/OR CONTRACTOR(S)			
<p><u>Identifiers</u>, including but not limited to:</p> <ul style="list-style-type: none"> Legal names and aliases; Telephone Numbers Addresses Email Addresses 	<p>We collect this information directly from employees, vendors, and others when they designate you as their emergency contact:</p> <p>We may also collect this information from :</p> <ul style="list-style-type: none"> Known associates of the above in the event of an emergency 	<p>We use this information to:</p> <ul style="list-style-type: none"> Contact the designated party in the event of an emergency 	<p>We share this information with the following categories of persons in the following circumstances:</p> <ul style="list-style-type: none"> Law enforcement or medical personnel in the event of an emergency <p>We do not sell this information</p>
BENEFICIARIES OF JOB APPLICANT(S), EMPLOYEE(S), OWNER(S), DIRECTOR(S), OFFICER(S), MEDICAL STAFF MEMBER(S), AND/OR CONTRACTOR(S)			
<p><u>Identifiers</u>, including but not limited to:</p>	<p>We collect this information directly from our employees when they:</p>	<p>We use this information to:</p> <ul style="list-style-type: none"> Make payments to an employee's beneficiary as 	<p>We share this information with the following categories of persons in</p>



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<ul style="list-style-type: none"> • Legal names and aliases; • Telephone Numbers; • Addresses; • Email Addresses 	<ul style="list-style-type: none"> • Sign up for Company administered Insurance, pension and other benefit plans • Make changes to their beneficiary information 	<p>related to insurance or 401(k) pension and profit-sharing payments as required</p>	<p>the following circumstances:</p> <ul style="list-style-type: none"> • Insurance companies in the event of claims that the employee is unable to receive • Pension administration provider in the event of a distribution that the employee is unable to receive <p>We do not sell this information</p>
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III. Statement of Consumers’ California Rights With Respect to Their Personal Information

A. Summary of Consumers’ Rights

The CCPA grants consumers (California residents) certain rights with respect to their personal information. The Company respects the privacy rights of consumers and endeavors to make known to and comply fully with the rights granted to consumers by the CCPA.

In summary, the CCPA grants consumers the following rights:

- The right to request disclosure of the Company’s data collection and business practices in connection with the requesting consumer. This disclosure right includes the right to request disclosure of: (1) The categories of personal information the Company has collected about the consumer; (2) The categories of sources from which the Company collects the personal information; (3) The business or commercial purpose for collecting or selling the personal information; (4) The categories of third parties with whom the Company shares personal information; and, (5) The specific pieces of personal information the Company collects about the consumer upon request.
- The right to request a copy of the specific personal information collected by the Company about the consumer during the 12-months preceding the consumer’s request. For purposes of this Privacy Policy, this right is referred to as the “Request to Know.”



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- The right to have such information deleted, subject to certain exceptions. For purposes of this Privacy Policy, this right is referred to as the “Request to Delete.”
- The right to request that the personal information collected by the Company not be sold to third parties, if applicable. For purposes of this Privacy Policy, this right is referred to as the “Request to Opt-Out.”
- The right to not be discriminated against by the Company because the consumer exercised any right granted to the consumer by the CCPA.

These rights, however, are subject to limitation.

- If a consumer shares with the Company the consumer’s personal information in the following capacities and the information is used by the Company solely within the context of the consumer acting in such capacity, then the Consumer, pursuant to the CCPA, does not have the right to “Request to Know,” “Request to Delete,” or the “Request to Opt-Out” with respect to such information:
 - Personal information that is collected by the Company about a consumer in the course of the consumer acting as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of the Company.
 - Personal information that is collected by the Company about a consumer that is the emergency contact information of a consumer who acts as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of the Company.
 - Personal information that is collected by the Company about a consumer that is necessary for the Company to retain to administer benefits for another consumer who acts as a job applicant to, an employee of, owner of, director of, officer of, medical staff member of, or contractor of the Company.
- The rights summarized above shall not apply to a consumer who shares personal information with the Company in a transaction between the Company and the consumer, where the consumer acts as an employee, owner, director, officer, or contractor of another company, partnership, sole proprietorship, non-profit, or government agency and the transaction occurs in the context of the Company conducting due diligence regarding, providing, or receiving a product or service to or from the consumer who acts as an employee, owner, director, officer, or contractor of another company, partnership, sole proprietorship, non-profit, or government agency.

IV. Contact for More Information

If you have any questions or concerns about the Company’s privacy policies and practices, you can contact Cheri Diebel at cherid@pandol.com or (661)725-3755, ext. 3904.