



**Privacy Notice
(Employment Applicants – California Only)**

Introduction

You are being provided a copy of this Privacy Notice because you are applying for work with Discovery Life Sciences (whether as an employee or contractor). This Privacy Notice applies to all personal information collected from you for and on behalf of Discovery Life Sciences (“we”, “us”, or “DLS”) that we process in connection with our recruitment processes. Please read this Privacy Notice carefully to understand DLS’s views and practices regarding your personal information and how we will treat it. This Privacy Notice applies only to job applicants only who are located in California, USA.

Information We Collect

To carry out the recruitment process, we collect the following categories of personal information:

Category	Examples	Collected
A. 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.	YES
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	YES
C. 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 and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	NO

E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	NO
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	NO
G. Geolocation data.	Physical location or movements.	NO
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	NO
I. Professional or employment-related information.	Current or past job history or performance evaluations.	YES
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	YES
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES

Personal information does not include:

- Publicly available information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the scope of the California Consumer Privacy Act of 2018 (CCPA), like:
 - health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data;
 - personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FRCA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

How We Use Your Personal Information

We may use or disclose the personal information we collect for one or more of the following business purposes:

- Considering your application in respect of a role for which you have applied
- Assessing your skills, qualifications, and suitability for the role for which you have applied
- Communicating with you in respect of the recruitment process
- Enhancing any information we receive from you with information obtained from third parties

- Finding appropriate candidates to fill our job openings
- Carrying out background and reference checks, where applicable
- Helping our service providers involved in the recruitment process to improve their services
- Keeping records related to our hiring processes
- Complying with legal and regulatory requirements
- Considering your application in respect of other positions which may be appropriate for you
- We will use information about your disability status to consider whether we need to provide appropriate accommodations during the recruitment process, for example whether adjustments need to be made during a test or interview.
- We will use information about your race or ethnic origin, religious or philosophical beliefs, sexual orientation, and gender identity to ensure meaningful equal opportunity monitoring and reporting.
- We will use information about your socio-economic background, refugee/asylum seeker status and time spent in local authority care to assess the content and strength of the work experience, educational and other achievements you inform us of.
- We will collect information about your criminal convictions history if we would like to offer you a role (conditional on checks and any other conditions, such as references, being satisfactory).

Changes to This Privacy Notice

We reserve the right to update this Privacy Notice at any time.

Questions & Concerns

Discovery Life Sciences has appointed a Privacy Officer to oversee compliance with this Privacy Notice. If you have any questions or concerns about this Privacy Notice or DLS's collection and use of your personal information, you can contact our Privacy Officer at Compliance@dls.com

or

ATTN: Discovery Life Sciences Privacy Officer
800 Hudson Way, Suite 1700
Huntsville, Alabama 35806
USA