

California Consumer Privacy Act Privacy Policy

Last Modified and Effective Date: April 2022

This notice and policy supplements information contained in privacy disclosures from Zespri Group Limited and its corporate business affiliates subject to the California Consumer Privacy Act of 2018, as amended from time to time (“CCPA”) as businesses (“Zespri”) and applies solely to residents of the State of California (“consumers” or “you”). Any terms defined in the CCPA have the same meaning when used in this notice and policy. This notice and policy does not reflect our collection, use, or disclosure of California residents’ personal information, or data subject rights, where an exception under the CCPA applies.

1. RIGHT TO KNOW ABOUT PERSONAL INFORMATION COLLECTED AND DISCLOSED, TO REQUEST DELETION OF PERSONAL INFORMATION, AND OPT OUT OF PERSONAL INFORMATION SELLING

You have the right to request that we disclose what personal information we collect, use, disclose, or sell about you specifically (“right to know”) and to request the deletion of personal information. To submit a request to exercise the right to know or a request to delete personal information, please submit an email request to privacy@zespri.com or call our US office on our toll-free number at +1 833 615 2770.

Zespri may ask that you provide certain information to verify your identity. The information that we ask you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal information at issue. Zespri will respond to your request in accordance with the CCPA. If we deny your request, we will explain why.

When a business sells your personal information, you have a right to opt out of such sale. Zespri does disclose your personal information gathered through cookies to third party providers as outlined in our cookie policy.

For California Residents, to opt out of the sale of personal information, review our Cookie Policy available at www.zespri.com/en-US/cookiepolicy and click on the “Do not sell my personal information” button or email us at privacy@zespri.com.

Zespri does not have actual knowledge that it sells the personal information of minors under 16 years of age.

2. PERSONAL INFORMATION HANDLING PRACTICES

We have set out below categories of personal information we collect about California residents and have collected in the preceding 12 months. For each category of personal information we have collected, we have included the reference to the enumerated category or categories of personal information in the CCPA that most closely describe such personal information.

Corresponding reference to category of personal information under CCPA definition of personal information **Category of personal information**

Identifiers.

First and last name, photo, your drivers license number, where this is relevant to your contractual obligations, your passport details or ID, where necessary to facilitate travel or for banking purposes, or other

	<p>purposes associated with verification of company information.</p>
<p>Personal information categories listed in the California Customer Records Act (Cal. Civ. Code § 1798.80(e)).</p>	<p>Date of Birth, phone number, address and email address, information you have provided to us about a particular market or health research topic, such as information about your preferences, knowledge, or use of our products or about your awareness of our brand, your communication preferences, emergency contact information and details about your next of kin (where necessary to facilitate travel), any information provided by your nominated referees, any information provided by the agency or the organisation that recruited you to provide services to Zespri, information about complaints or grievances you may have.</p>
<p>Characteristics of protected classifications under California or federal law.</p>	<p>Gender, health information, including information about any disabilities or other conditions that might impact your contractual obligations or our workplace health and safety obligations.</p>
<p>Commercial information.</p>	<p>Public social media posts you have made about Zespri, including photographs, notes of any calls you make to our customer service lines, any emails or other correspondence relating to any services you have sought from us or complaints or concerns you have raised with us, your status as landowner or lessee, financial information, including your bank account details and your agreed rate of compensation, orchard information, including information about your location, pest status, spray diary, growing methods, and yield, product information, including information about the varieties you produce, product yields, and size profiles, notes of any calls you make to our Grower Support Services line, information about staff visits to your orchard or discussions with you about your orchard or products, any emails or other correspondence relating to our relationship or any other matter you raise with us, service provider information, including your national tax reporting information and any bank account numbers you provide to us, criminal conviction information, where this is relevant to your Services Agreement, information related to anti-money laundering, including a credit check, where this is relevant to your Services Agreement, information related to any other due diligence checks we carry out to assess our risk of doing business with you, where this is relevant to our business relationship and where you have agreed to us carrying out such checks, price for services or remuneration details, information generated by your contractual activities, such as passwords or location information, any emails or other</p>

	correspondence relating to Zespri, its products, or any services you have sought from us or complaints or concerns you have raised with us.
Biometric Information.	CCTV footage, facial recognition or fingerprint identification.
Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer’s interaction with an Internet Web website, application, or advertisement.	Technical information, such as your IP address, browser type and version, time zone setting, operating system and platform, visit information, such as the path you took to our websites, the pages you visited and products you viewed and other ways you used our websites; cookies.
Geolocation data.	IP location
Audio, electronic, visual, thermal, olfactory, or similar information.	Audio recording of US customer calls or recording of interviews or customer meetings or calls.
Professional or Employment related information.	Recruitment information including details about your work history and any other information provided to us in your service offering, information about your immigration status, and entitlement to work, interview notes.
Education information.	Details about your education, experience.
Inferences drawn from any of the information.	Predictions of characteristics, behavior, attitudes, interests, and preferences.

Zespri collects such information from the sources described in the main section of this privacy statement.

Zespri collects, uses, retains, and discloses your personal information for the purposes described in the main section of this privacy statement.

Zespri does not respond to “do not track signals”.

3. SHARING AND SELLING OF PERSONAL INFORMATION

In the preceding 12 months, Zespri disclosed the above categories of personal information to the categories of third parties as described in the main section of this privacy statement for a business purpose, in some cases as directed by you.

In the preceding 12 months, Zespri sold third party targeting cookies of personal information collected through Zespri’s website to our third party advertising partners, such as Facebook, Google, YouTube and Twitter.

4. RIGHT TO NON-DISCRIMINATION FOR THE EXERCISE OF CCPA RIGHTS

You may not be discriminated against because you exercise any of your rights under the CCPA in violation of California Civil Code § 1798.125.

5. AUTHORIZED AGENT

You can designate an authorized agent to make a request under the CCPA on your behalf if:

- The authorized agent is a natural person or a business entity registered with the Secretary of State of California and the agent provides proof that you gave the agent signed permission to submit the request; and
- You directly confirm with Zespri that you provided the authorized agent with permission to submit the request.

If you use an authorized agent to submit a request to exercise your right to know or your right to request deletion, please provide any information Zespri requests to verify your identity. The information that Zespri asks you to provide to verify your identity will depend on your prior interactions with us and the sensitivity of the personal information at issue.

If you provide an authorized agent with power of attorney pursuant to Probate Code sections 4121 to 4130, it may not be necessary to perform these steps and we will respond to any request from such authorized agent in accordance with the CCPA.

6. CONTACT FOR MORE INFORMATION

If you have any questions or comments about this notice and policy, the ways in which we collect and use your personal information, your choices and rights regarding such use, please do not hesitate to contact us at privacy@zespri.com.