

HENRY HR CALIFORNIA CONSUMER PRIVACY ACT NOTICE

We are providing applicants, employees, and current and prospective contractors of Henry Company LLC (“Henry”) this notice as required under the California Consumer Privacy Act. Depending on the nature of your application, employment, or current or perspective engagement with Henry, we may collect and process the following categories of personal information for the purposes described below. For additional details, or if you have questions, please contact us at DeptHR@henry.com.

Category of PI	Examples	Purposes
Identifiers	This may include but is not limited to: name, address, email address, Social Security number, and driver’s license number	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Personal Records	This may include but is not limited to: telephone number, employment or engagement history, and bank account number	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Personal Characteristics and Traits	This may include but is not limited to: sex, sexual orientation, marital status, veteran status, familial status, race, disability, and gender identity	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Commercial Information	This may include but is not limited to: benefits records and records of reimbursements of expenses	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; compliance with laws and regulations
Internet Usage Information	This may include but is not limited to: browsing history and search history	HR functions; security; quality and safety assurance; compliance with laws and regulations
Sensory Data	This may include but is not limited to: audio and/or visual recordings such as through security cameras in the workplace	HR functions; security; quality and safety assurance; compliance with laws and regulations

Professional or Employment Information	This may include but is not limited to: employment history, resume, background check results, and references	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; security; quality and safety assurance; compliance with laws and regulations
Non-public Education Records	This may include but is not limited to: educational institution transcripts and records	Performing services and operations related to hiring; your employment or engagement; providing benefits, payroll, and other HR functions; compliance with laws and regulations