

SWINERTON 
Applicant Privacy Notice
Last Updated June 2024

Swinerton Incorporated and its subsidiaries and affiliated companies (“Company”) takes your privacy seriously. We want you to know how we collect, use, and disclose, your personal information.

EEO Statement

Company is an equal employment opportunity employer. Company’s policy is not to unlawfully discriminate against any applicant or employee on the basis of race, color, sex, religion, national origin, age, disability, or any other consideration made unlawful by applicable federal, state, or local laws. Company also prohibits harassment of applicants and employees based on any protected category, characteristic or status. It is also Company’s policy to comply with all applicable state, federal and local laws respecting consideration of unemployment status in making hiring decisions.

Company complies with the ADA, the ADAAA, and applicable state law and considers reasonable accommodation measures that may be necessary for qualified applicants/employees to perform the essential functions of the job. Hire may be contingent upon a post-offer medical examination, and to skill and agility tests, as appropriate for the position.

Assistance for the Disabled

Alternative formats of this Privacy Policy are available to individuals with a disability. Please contact DSR@swinerton.com for assistance.

California Notice at Collection for California Residents

Company collects personal information identified in Section 1 for the purposes identified in Section 3 and retains it for the period described in Section 5. We do not sell your personal information or disclose it for cross-context behavioral advertising (“sharing”). We also do not collect or process sensitive personal information for the purpose of inferring characteristics about you.

This Privacy Policy Explains

1. The categories of personal information we collect about you
2. The categories of sources from which we collect your personal information
3. The purposes for which we use your personal information
4. How we may disclose your personal information
5. How long we keep your personal information

Scope

This Privacy Policy applies to the personal information of individuals in their role as job applicants to Company (“Applicants”).

“Personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular Applicant.

1) THE CATEGORIES OF PERSONAL INFORMATION WE COLLECT ABOUT YOU

We may collect the following categories of personal information. Not all categories may be collected about every Applicant.

- Identifiers , for example: real name, nickname, phone number, postal address, e-mail address, and

Company facilities or job sites (for project progress and security), voicemail technologies to the extent required by law.

Note: This Privacy Policy does not cover background screening conducted by third-party background check vendors subject to the federal Fair Credit Reporting Act. Company provides a separate disclosure for such screening.

3) THE PURPOSES FOR WHICH WE USE YOUR PERSONAL INFORMATION

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

A. Generally Applicable Purposes

Unless stated otherwise in section 3.B, below, we may use Applicants' personal information for the following purposes:

Recruiting, including:

- To evaluate Applicants' qualifications or suitability for employment with Company
- To communicate with Applicants
- To conduct a pre-employment or criminal history background check or drug and alcohol testing
- For identification purposes
- For

listed in Section 3, above, to one or more of the categories of external recipients listed below. In that event, Company discloses your personal information only to the minimum extent necessary to achieve the purpose of the disclosure and only if the disclosure is permitted by applicable laws.

- Your direction: We may disclose your personal information to third parties at your direction.
- Service providers and contractors : Company discloses your personal information to service providers and contractors for the purposes above to assist us in our recruiting efforts and in meeting our business needs and legal obligations.
 - Service providers and contractors

- Service providers: Company may disclose to service providers any of the categories of personal information listed in Section 1, above, for the business purpose of performing services on Company's behalf and, in particular, for the specific purposes described in Section 3, above.
- Auditors, lawyers, consultants, and accountants engaged by Company: Company may disclose the categories of personal information listed in Section 1, above, to these services providers or contractors for the business purpose of auditing compliance with policies and applicable laws, in addition to performing services on the Company's behalf.
- Affiliated companies: Company may disclose any of the categories of personal information listed in Section 1, above, to other companies within the Swinerton Family of Companies for the business purposes of (a) auditing compliance with policies and applicable laws, (b) helping to ensure security and integrity, (c) debugging, (d) short-term transient use, (e) internal

C. How to Exercise Your Rights

Company will respond to requests to know, delete, or correct information about you, and to verify the identity of the individual submitting the request.

- Call: (844) 383-8173
- Email: DSR@swinerton.com

D. How We Will Verify Your Request:

If you submit a request through an adequately secure channel, we will verify your request, we will use the information you provide to verify your identity.

with applicable law if it can verify the identity of the individual submitting the request in the following ways: