

Ahold Delhaize USA Services, LLC Careers Page Privacy Statement

Effective Date: April 1, 2024

Ahold Delhaize USA Services, LLC and Guiding Stars Licensing Company, LLC (referred to collectively in this Statement as “ADUSA”) respects your concerns about privacy. This Privacy Statement describes the types of personal information we collect on <https://aholddelhaizeusa.careerswithus.com/>, how we use the information, with whom we share it and the choices available to you regarding our use of the information. We also describe measures we take to protect the security of the information and how you can contact us about our privacy practices.

This Privacy Statement applies to the information we collect on the Site and the App. It does not apply to other websites, applications or services provided by ADUSA or other affiliated entities. In addition, this Privacy Statement does not apply to the offline data collection and use practices of ADUSA or other affiliated entities, such as data collection by telephone or in a retail store.

Information You Provide to Us

The types of personal information you may provide to us when you visit our Site or use our App may include:

- Contact information (such as name, telephone number, postal address, and email address);
- Login credentials (such as username and password) to access your profile;
- Date of birth;
- Citizenship and work authorization status;
- Prior addresses and length of time at each address;
- Previous work experience;
- Resume or curriculum vitae (CV);
- Education history; and
- Other information you choose to provide in your application.

If you apply for a position with ADUSA, you may be asked to provide information on protected characteristics, as defined by law or policy, including but not limited to your gender, race, ethnicity, veteran status, and disability status on a voluntary basis. ADUSA will not review or consider either this information or your choice to decline to provide it in evaluating your qualifications for employment with us. We may use this information to the extent necessary or appropriate for compliance with relevant legal or contractual obligations and for other internal purposes.

Automated Collection of Information

When you visit our Site, we may collect certain information by automated means, such as cookies and other technologies. The information we collect in this manner may include your device IP address, unique device identifier, web browser characteristics, device characteristics, operating system, language preferences, referring URLs, clickstream data, and dates and times of website visits.

When you use our App, we also may collect certain information by automated means, such as through device logs, server logs and other technologies. The information we collect in this manner may include the device type used, the mobile operating system, device identifiers and similar unique identifiers, device settings and configurations, IP addresses, battery and signal strength, usage statistics, referring emails and web addresses, dates and times of usage, actions taken on the App, and other information regarding use of the App.

Cookies and Web Beacons

Cookies are files that websites send to your computer to uniquely identify your browser or to store information or settings in the browser. A web beacon (also known as an Internet tag, pixel tag or clear GIF) links web pages to web servers and their cookies and may be used to transmit information collected through cookies back to a web server. Your browser may tell you how to be notified when you receive certain types of cookies or how to restrict or disable certain types of cookies. Please note, however, that without cookies you may not be able to use all the features of the Site.

Our Site is not designed to respond to “do not track” signals received from browsers.

How We Use the Information We Obtain

We may use the personal information we obtain about you to:

- Evaluate you for available positions;
- Respond to and communicate with you about your applications, requests, questions and comments;
- Establish and manage your ADUSA profile;
- Contact you regarding possible employment;
- Customize your visit to the Site and App;
- Provide you with information regarding open positions similar to those for which you applied;
- Carry out our Human Resources functions and activities;
- Protect against and prevent fraud, unauthorized transactions, claims and other liabilities;

- Operate, evaluate and improve our business (including managing the Site and App; developing new products and services; analyzing, enhancing and improving our products and services; managing our communications; performing data analytics; and performing accounting, auditing and other internal functions); and
- Comply with and enforce applicable legal requirements, industry standards and ADUSA policies and terms.

We also may use the information in other ways for which we provide specific notice at the time of collection.

Information We Share

We do not disclose personal information we obtain about you, except as described in this Privacy Statement. We may share your personal information with our subsidiaries and affiliates for the purposes described in this Privacy Statement. We also may share personal information with service providers who perform services on our behalf based on our instructions. We do not authorize these service providers to use or disclose the information except as necessary to perform services on our behalf or to comply with legal requirements.

In addition, we may disclose information about you if required to do so by law or if we believe such action is necessary to comply with legal process. We also reserve the right to transfer personal information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a merger, acquisition, joint venture, reorganization, divestiture, dissolution or liquidation).

Your Choices

You may update your profile preferences, job alert settings and candidate data by logging into your profile. You may also contact us as described in the “How to Contact Us” section below.

How We Protect Personal Information

We maintain administrative, technical, and physical safeguards designed to protect the personal information you provide against accidental, unlawful, or unauthorized access, destruction, loss, alteration, disclosure, or use.

Children’s Personal Information

Our Site and App are designed for a general audience and are not directed to children. We do not knowingly collect or solicit personal information from children under the age of thirteen (13) through our Site or App. If we become aware that we have collected personal information from a child under thirteen (13), we will promptly delete the information from our records. If you believe a child under thirteen (13) may have provided us with personal information, please contact us as specified in the “How to Contact Us” section of this Privacy Statement.

Links to Non-ADUSA Sites and Services

For your convenience and information, our Site and App may provide links to or plug-ins of non-ADUSA apps, tools, widgets, websites or services that may be operated by companies not affiliated with ADUSA. The privacy practices of the relevant third parties, including details on the information they may collect about you, is subject to the privacy statements of these parties, which we strongly suggest you review. We are not responsible for the privacy practices of any non-ADUSA apps, tools, widgets, websites, services or plug-ins.

Updates to Our Privacy Statement

This Privacy Statement may be updated periodically to reflect changes in our personal information practices. Changes to the Privacy Statement will be posted on this page. For significant changes, we will notify you by posting a prominent notice on our Site and App indicating at the top of the Statement when it was most recently updated.

How to Contact Us

You can update your profile, job alert settings, and preferences through the self-service portal. You can also contact us with any questions you have about this Privacy Statement by sending an email to PrivacyOffice@adusa.com, writing or calling the U.S. Privacy Officer at 145 Pleasant Hill Road, Mail Sort 9805, Scarborough, ME 04074, 207-885-3091.

Ahold Delhaize USA Services, LLC provides privacy-related services in its function as a services company supporting the great local brands of Ahold Delhaize USA.