Acuity International Applicant Privacy Notice
Last updated August 12, 2026

This Applicant Privacy Notice ("**Privacy Notice**") describes the collection, use, retention, and sharing of your personal information when you apply for a position at Acuity International ("**Acuity**", "**we**", "**us**", "**our"**). For additional information, please see our Privacy Notice.

This Privacy Notice does not apply to third party sites or services outside of Acuity's application process.

PERSONAL INFORMATION WE COLLECT, WHY AND FOR HOW LONG

When you apply for a position at Acuity, we collect personal information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, to you when you:

- **Complete an application**. When you apply for a position at Acuity, we collect, from you, your *personal identifiers* (name, email address, telephone number, and physical address), your *professional or employment information* (resume/CV, cover letter, certifications or licenses, qualifications, employment history), and any other information you choose to include with your application. We use this information to review your background and skills, to determine your qualifications for the role you are applying to, and to confirm information related to your employment and education. For equal employment and affirmative action purposes, you also have the option (when it is clearly and specifically requested) to provide us with your *protected classifications* (gender, age, veteran status, disabilities) and *sensitive protected classifications* (race, ethnicity). We use this protected classification and sensitive protected classification information for government reporting purposes, to comply with legal requirements, to analyze requested disability accommodations as applicable, and to document any accommodations we have provided to accommodate your needs. We use this information, in the aggregate, to conduct internal analytics and benchmarking.

- **Create an account**. When you create an account to apply for a position with Acuity, we collect, from you, your *identifiers* (name, email address, telephone number) and your *sensitive information* (password). We use this information to communicate with you and to facilitate your access to your application.

- **Information from references.** When you provide references with your application, we will obtain from your references, your *professional or employment information* (work skills), and will draw *inferences* from your references, such as their thoughts on how your skills might enable you to succeed in the position you have applied for. We use this personal information to assess your suitability for the position for which you have applied.

- **Monitor work-related licenses and credentials**. When you first join Acuity and throughout your tenure, we collect from you as well as from educational institutions, personal and professional references your *personal identifiers* (name) and your *professional information* (licenses, credentials, employment history, educational history, resume/CV). We use this information to manage work-related licenses and credentials.

- **Verify your education**. When you first join Acuity and throughout your tenure with us, we collect from you as well as from background check providers, and education institutions, your *non-public education information* (verification of education level completed, verification of dates enrolled in educational

institutions, certifications obtained, report cards, transcripts). We use this information to verify your education for employment purposes.

- **Conduct a background check**. When a background check is requested as part of the candidate review process, we will collect, from you, your *personal identifiers* (name, date of birth, and physical address) and *sensitive identifiers* (Social Security number). Social Security numbers are considered sensitive under the CCPA. We share this information with a background check provider to conduct a background check to verify your identity, credentials, and criminal history, and to facilitate the background check. For positions where a pre-employment drug test is required, we share your *personal identifiers* (name, date of birth, email address, telephone number, physical address) with a third-party drug screening provider to facilitate and arrange the screening. We will subsequently collect your *health information* (drug test results) from this provider. We use this information to confirm you adhere to Acuity's drug policy.

- **Interact with our Job Portal.** When you interact with our Job Portal, we collect your *internet or other electronic network activity information* automatically via cookies, pixels, and similar tracking technologies. Specifically, we use essential, analytics, and performance cookies to collect your usage and device information when you interact with the Job Portal. We use this information to: (i) track you within the Job Portal; (ii) enhance user experience; (iii) conduct analytics to improve the Job Portal; (iv) prevent fraudulent use of the Job Portal; (v) diagnose and repair errors, and, in cases of abuse, track and mitigate the abuse and (vi) conduct analytics of your behavior and use of the page. Third party analytics cookies may be considered sharing under the California Consumer Privacy Act, as amended. ("**CCPA**").

    - **Google Analytics**. We use Google Analytics to collect information on your use of the Job Portal for its improvement. To collect this information, Google Analytics installs cookies on your browser or reads cookies that are already there. Google Analytics also receives information about you from applications you have downloaded that partner with Google. We do not combine the information collected through the use of Google Analytics with personal information. Google's ability to use and share information collected by Google Analytics about your visits to our Job Portal or to another application which partners with Google is restricted by the Google Analytics Terms of Use and Privacy Policy. To prevent your data from being used by Google Analytics, you can download the Google Analytics opt-out browser add-on, which can be accessed here.

We process your personal information for as long as our processing purposes, the legal retention periods, and our legitimate interests in documentation and keeping evidence or when storage is a technical requirement. If there are no contrary legal or contractual obligations, we will delete your information after (3) years. However, if you are hired, your information will become part of your personnel file and subject to our Employee Privacy Notice. We may need to use and retain your personal information for longer than these reasons for purposes of:

- *Compliance with our legal obligations*. For example, retaining your employee records (if hired) the purpose of accounting, dispute resolution and compliance with labor, tax and other financial regulations.
- *Meeting our safety and security commitments*. For example, keeping our properties secure and preventing fraud.
- *Exercising or defending legal claims*. We also may need to retain information for longer than the above periods in order to meet with legal process or enforceable governmental request, or to enforce our Terms of Use, including investigation of potential violations.

HOW WE SHARE YOUR PERSONAL INFORMATION

A. General Sharing

Acuity shares personal information in the following instances:

- **Within Acuity**. We share applicant personal information among our hiring decision-makers (i.e. human resources department, senior management, and hiring managers) to assess applications and make hiring decisions. Access to applicant personal information is limited to those on a need-to-know basis.

- **In the event of a corporate reorganization**. In the event that we enter into, or intend to enter into, a transaction that alters the structure of our business, such as a reorganization, merger, acquisition, sale, joint venture, assignment, consolidation, transfer, change of control, or other disposition of all or any portion of our business, assets or stock, we would share personal information with third parties, including the buyer or target (and their agents and advisors) for the purpose of facilitating and completing the transaction. We will also share personal information with third parties if we undergo bankruptcy or liquidation, in the course of such proceedings.

- **For legal purposes.** We share your personal information where we are legally required to do so, such as in response to court orders, governmental/regulatory bodies, law enforcement or legal process, including for national security purposes. We may share your information with our legal advisors or auditors to establish, protect, or exercise our legal rights or as required to enforce our terms of service or other contracts or to defend against legal claims or demands. We also share this information with third parties as necessary to: detect, investigate, prevent, or take action against illegal activities, fraud, or situations involving potential threats to the rights, property, or personal safety of any person; to comply with the requirements of any applicable law; or to comply with our legal obligations.

- **With your consent**. Apart from the reasons identified above, we may request your permission to share your personal information for a specific purpose. We will notify you and request consent before you provide the personal information or before the personal information you have already provided is shared for such purpose. You may revoke your consent at any time and may do so by contacting us via email at privacy@acuityinternational.com.

B. Sharing in the Preceding Twelve (12) Months

For Business Purposes. In the preceding twelve (12) months, Acuity has disclosed the following categories of personal information for a business purpose to the following categories of third parties:

- We have disclosed your *personal identifiers* and *internet or other electronic network activity information* to IT support to detect security incidents, protect against malicious, deceptive, fraudulent, or illegal activity, and to identify and repair errors that impair functionality.

C. Sale of Personal Information

Acuity only sells or shares applicant personal information via cookies as described above. Acuity does not sell or share applicant personal information for monetary consideration.

RIGHTS OF CALIFORNIA APPLICANTS

The California Consumer Privacy Act, as amended ("**CCPA**") entitles California residents to certain rights. If our processing of your personal information is subject to the CCPA, you are entitled to the following rights:

- **Right to Access/Know.** You have the right to request what personal information we have collected, used, disclosed, and sold about you, unless doing so proves impossible or would involve disproportionate effort. You may only make a request for access twice within a 12-month period.

- **Right to Deletion.** You have the right to request the deletion of your personal information that we collect or maintain, subject to certain exceptions. For example, if we are required by law to retain the information that you are asking to be deleted, we will not be able to delete the information until we are legally permitted to delete it.

- **Right to Correct.** You have the right to correct inaccurate personal information that we collect or maintain.

- **Right to Opt Out of Sale/Sharing.** You have the right to opt-out of the sale or sharing of your personal information to third parties. Acuity does not have actual knowledge that it sells or shares personal information of minors under the age of sixteen (16) years. We only sell or share personal information under CCPA via cookies. Our use of third-party cookies may be deemed a sale or sharing under the CCPA.

- **Right to Non-Discrimination (Non-Retaliation in California).** You have the right to not receive discriminatory treatment if and when you exercise your rights to access, delete, opt out, correct, or limit use of sensitive personal information under the CCPA.

- **Right to Limit Use of Sensitive Personal Information.** You have the right to limit the use of your sensitive personal information when such use goes beyond that which is necessary for the application process or certain other permissible purposes like fraud, customer service or quality control. Sensitive personal information includes Social Security number, driver's license number, biometric information, precise geolocation, and racial and ethnic origin. However, Acuity does not process sensitive personal information in a manner which gives rise to this right.

To exercise your privacy rights, you may submit a request via email at privacy@acuityinternational.com, and via telephone at 800-868-8500 and ask for Compliance.

For requests submitted via telephone, you must provide us with sufficient information that allows us to reasonably verify you are the person about whom we collected the personal information and describe your request with sufficient detail to allow us to properly evaluate and respond to it. In doing so, we will take steps to verify your request by matching information provided by you with the information we have in our records. If we are not able to verify your identity for access and deletion requests with the information provided, we may ask you for additional pieces of information.

Only you, or a person that you authorize to act on your behalf may make a request related to your personal information. If you are an authorized agent making a request on behalf of another individual, you must provide us with signed documentation that you are authorized to act on behalf of that individual.

RIGHTS OF ALL APPLICANTS

Regardless of your state of residence, you may be entitled to certain rights under applicable labor laws. For more information, please email us at humanresources@acuityinternational.com and include "Labor Law Inquiry" in the subject line.

INFORMATION SECURITY

We implement appropriate technical and organizational security measures, such as access controls and encryption and 24-7 threat monitoring, to protect the personal information that we collect and maintain from unauthorized access, destruction, use, modification, or disclosure. However, no security measure or modality of data transmission is 100% secure, and we are unable to guarantee the absolute security of the personal information we have collected from you.

CHANGES TO THIS PRIVACY NOTICE

Acuity reserves the right to update or modify this Privacy Notice at any time without prior notice. If we do, we will post the changes to this site and will indicate the date the changes go into effect. We encourage you to review our Privacy Notice to stay informed. If we make changes that materially affect your privacy rights, we will notify you and obtain your consent, if required.

CONTACT US

If you have any questions about this Privacy Notice or need to access this Privacy Notice in an alternative format due to having a disability, please contact us via email at privacy@acuityinternational.com or via telephone at 800-868-8500 and ask for Compliance.