



NOTICE AT COLLECTION FOR APPLICANTS RESIDING IN CALIFORNIA

PURPOSE AND SCOPE

Pyrotek is providing you with this Notice At Collection For Applicants Residing In California ("Notice") to inform you about:

- the categories of Personal Information that we collect about applicants who reside in California; and
- the purposes for which we use that Personal Information.

For purposes of this Notice, "Personal Information" means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that Pyrotek collects about its applicants, who reside in California, in their capacity as applicants for positions with Pyrotek.

Alternative formats of this Notice are available to individuals with a disability. Please contact usarecruitment@pyrotek.com for assistance.

COLLECTION AND USE OF PERSONAL INFORMATION

Below are categories of Personal Information we collect and the purposes for which we use this information.

1. IDENTIFIERS AND PROFESSIONAL OR EMPLOYMENT-RELATED INFORMATION

Pyrotek collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, telephone number, e-mail address, signature, online identifier, Internet Protocol address, driver's license number or state identification card number, and passport number.

Professional or Employment-Related Information: evaluations, membership in professional organizations, professional certifications, and employment history.

Pyrotek uses this Personal Information for purposes including:

Recruiting:	Monitoring, Security, And Compliance:
<ul style="list-style-type: none"> • To evaluate applicants' qualifications for employment Pyrotek • To communicate with applicants • To coordinate travel • For diversity and inclusion purposes • To arrange and manage Pyrotek-sponsored events • To create a talent pool for future job openings • For recordkeeping purposes • To demonstrate applicants' agreement to documents presented, e.g., acknowledgement of employment application, offer letter 	<ul style="list-style-type: none"> • To evaluate and improve the recruiting process. • To monitor use of Company information systems and other electronic resources • To conduct internal audits • To conduct internal investigations • To report suspected criminal conduct to law enforcement and cooperate in investigations • To protect the safety and security of Pyrotek's facilities

UNCONTROLLED WHEN PRINTED - REFER TO DATABASE FOR CORRECT REVISION

2. CHARACTERISTICS OF PROTECTED CLASSIFICATIONS UNDER CALIFORNIA OR FEDERAL LAW

Pyrotek collects information about race, age, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California’s Fair Employment and Housing Act, and for purposes of diversity analytics.

Pyrotek uses this Personal Information for purposes including:

- with respect to disability and/or medical condition, as necessary, to comply with Federal and California law related to accommodation;
- with respect to age, to verify that applicants are at least 18 years of age.

Pyrotek collects this category of Personal Information on a purely voluntary basis, except where collection is required by law, and uses the information only in compliance with applicable laws and regulations.

3. INTERNET OR OTHER SIMILAR NETWORK ACTIVITY

Pyrotek collects information about applicants’ use of the Internet or other similar network activity, including the following: browsing history, search history, log in/out and activity on Pyrotek’s electronic resources, information regarding an applicant’s interaction with an Internet web site, application, or advertisement, and publicly available social media activity.

Pyrotek uses this Personal Information for purposes including:

- to monitor use Pyrotek’s information systems and other electronic resources or information systems;
- to conduct internal audits or investigations;
- to protect the safety and security of the Pyrotek’s facilities.

4. SENSORY OR SURVEILLANCE DATA

Pyrotek collects sensory or surveillance data, including the following: footage from video surveillance cameras.

Pyrotek uses this Personal Information for purposes including:

- to protect the safety and security of Pyrotek’s facilities and personnel through video surveillance.

5. EDUCATION INFORMATION

Pyrotek collects education information, including the following: academic transcripts and degrees/certifications earned.

Pyrotek uses this Personal Information for purposes including:

- to evaluate applicants’ qualifications for employment;



6. PROFILE DATA

Pyrotek collects profile data, including the following: characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Pyrotek uses this Personal Information for purposes including:

- to evaluate applicants' qualifications for employment.

7. MISCELLANEOUS

Pyrotek may track whether an applicants relatives work for Pyrotek, for the purpose of addressing potential conflicts of interest.

8. ADDITIONAL PURPOSES POTENTIALLY APPLICABLE TO ANY PERSONAL INFORMATION LISTED ABOVE

Pyrotek may use applicants' Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, strategic planning;
- to manage litigation and other legal disputes and inquiries involving Pyrotek, and to meet legal and regulatory requirements;
- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of Pyrotek or any of its subsidiaries or affiliates; and
- to manage licenses, permits and authorizations applicable to Pyrotek's operations.

CHANGES TO THIS NOTICE

We may modify or update this Notice from time to time, and we will make a new Notice available to you. We may also notify you in other ways from time to time about the processing of your Personal Information.