

Chobani Pty Ltd

ACN 096 731 467

Privacy Policy

1. Your rights in relation to privacy

Chobani Pty Ltd (ACN 096 731 467) and its related entities (**Chobani**) understand the importance of protecting the privacy of an individual's personal information.

This policy sets out how Chobani aims to protect the privacy of your personal information, your rights in relation to your personal information managed by Chobani and the way Chobani collects, holds, uses and discloses your personal information.

In handling your personal information, Chobani complies with the *Privacy Act 1988* (Cth), as amended from time to time (**Privacy Act**), the Australian Privacy Principles in the Privacy Act and all other relevant Australian privacy laws.

This policy may be updated and amended by Chobani from time to time.

2. What kinds of personal information does Chobani collect?

"Personal information" is information or an opinion about an identified, or reasonably identifiable, individual (whether such information or opinion is true or not, and regardless of whether it is in a material form). During the provision of its products and/or services, and conduct of its wider business, Chobani may collect your personal information.

Generally, the kinds of personal information Chobani collects are:

- (a) contact and identification information such as your name, address, telephone number, email address, age, occupation, social media handles and/or channels, image in a photograph or other likeness, billing and shipping address or other types of verification details;
- (b) where you are acting on behalf of another entity (whether as an employee, director or other representative), details of that entity and your relationship with it;
- (c) health information (including vaccination status information, where applicable and lawful):
 - (i) where you consent to the collection of such information and if relevant to the provision of our products and/or services; or
 - (ii) where you are applying for a position with Chobani and it is relevant to Chobani's assessment of whether you are able to perform the inherent requirements of the particular role; and
- (d) where you are applying for a position with Chobani, information collected in the course of the recruitment process, including:

- (i) your resume, including details of your work history and qualifications;
- (ii) your application form or cover letter, including any other material prepared by you for the purpose of the job application, which may include photographs and videos of yourself; and
- (iii) background checks, including visa checks, reference checks, and (where necessary) police checks;
- (e) your activity, commentary or opinion posted on Chobani's website or social media channels; and
- (f) other information required for Chobani's functions and activities.

In some circumstances Chobani may also hold other personal information provided by you.

3. How does Chobani collect personal information?

Generally, Chobani collects your personal information directly from you, through:

- (a) interactions you have with Chobani, whether face-to-face or via completion of a manual or online form, telephone, video conference, email, other electronic communication or post;
- (b) interactions you have with Chobani's social media platforms (Facebook, Instagram, TikTok, X (Twitter)), including instant direct messaging, public comments, sharing posts related to Chobani or its products, tagging Chobani in posts or comments;
- (c) your use or access of Chobani's websites and applications;
- (d) your use of Chobani's products or services, or Chobani's use or acquisition of your products or services (or those provided by your employer);
- (e) you requesting information from Chobani;
- (f) you entering competitions, sweepstakes, contests or drawings offered by Chobani;
- (g) you communicating with us about our products or services or other questions, or Chobani's use or acquisition of your products or services (or those provided by your employer); and/or
- (h) your voluntary participation in marketing research and/or interviews facilitated by Chobani.

There may be occasions when Chobani collects your personal information from other sources such as from:

- (a) an entity you represent (including but not limited to your employer or a company of which you are a director), where necessary for Chobani to provide its products or services to, or acquire products or services from, that entity through you or where necessary for that entity to supply products or services to Chobani;
- (b) an information services provider;
- (c) a publicly maintained record or other publicly available sources of information including social media platforms and similar websites, such as LinkedIn;

- (d) if for recruitment and employment purposes, an external recruitment, labour hire, or background screening services provider or third parties with whom you have previously worked;
- (e) collection technologies, for example cookies, web beacons, pixels, gifs, tags, and other technologies that may collect information;
- (f) an entity with which Chobani partakes in a brand collaboration; and
- (g) marketing research providers and other third parties who collect your information, eg Flybuys or Everyday Rewards.

Generally, Chobani will only collect your personal information from sources other than you if it is unreasonable or impracticable to collect your personal information from you.

Information Chobani collects from third parties for marketing research purposes may be de-identified before being disclosed to Chobani.

4. Why does Chobani need your personal information?

Chobani collects, holds, uses and discloses your personal information where it is reasonably necessary for the purposes of:

- (a) providing Chobani's products and/or services to you (or the organisation you represent) and all associated purposes including:
 - (i) to fulfil a transaction requested by you;
 - (ii) to verify your identity and contact details;
 - (iii) for invoicing and/or administrative purposes; and
 - (iv) to respond to any inquiries, feedback or complaints made by you;
- (b) enabling Chobani to promote or market its products and services to you;
- (c) facilitating Chobani's use or acquisition of your products or services (or those provided by your employer
- (d) facilitating competitions, promotional programs and other marketing and social media initiatives for consumers, gifting products and social media brand collaborations;
- (e) assisting Chobani to maintain and improve its products and services;
- (f) identifying and informing you of other products and services that may be of interest to you from Chobani or selected third parties;
- (g) processing and assessing employment applications for current and future positions;
- (h) your employment with Chobani or a contracted labour hire provider;
- (i) accounting, billing and other internal administrative purposes;
- (j) otherwise managing Chobani's internal business operations and processes; and
- (k) any other related activities or legal requirements.

Chobani may also use your personal information for purposes incidental or related to the above purposes and for which you would reasonably expect Chobani to do so in the circumstances, or where you have consented, or the use is otherwise in accordance with law.

Where personal information is used or disclosed, Chobani will take steps reasonable in the circumstances to ensure it is relevant or incidental to the purpose for which it is to be used or disclosed. You are under no obligation to provide your personal information to Chobani. However, without certain information from you, Chobani may not be able to provide its products and/or services to you or otherwise undertake any of the tasks or responsibilities set out in the paragraph 4.

5. To whom does Chobani disclose your personal information?

Chobani discloses your personal information for the purpose for which Chobani collects it. That is, generally, Chobani will only disclose your personal information for a purpose set out at paragraph 4. This may include disclosing your personal information to:

- (a) third parties engaged to perform administrative or other business management functions, including service providers, shippers, vendors, payment processors, advertisers, and consultants;
- (b) Chobani's professional advisors, agents, contractors, consultants and related bodies corporate;
- (c) business partners, including third-party business partners, for example partners with which Chobani conducts joint-marketing activities, or offers a co-branded service, or which help provide Chobani products to consumers (for example, our resellers and distributors);
- (d) analytics, market research and advertising service providers;
- (e) people or entities considering acquiring an interest in Chobani's enterprise or assets;
- (f) insurance providers;
- (g) recruitment and labour hire agencies (as required); and
- (h) regulatory bodies if and as necessary, including during audit processes and in the case of a health/illness complaint.

Chobani's disclosures of your personal information to third parties are on a confidential basis and/or otherwise in accordance with law. Chobani may also disclose your personal information with your consent or if disclosure is required or authorised by law.

6. Overseas disclosures

Chobani may disclose personal information to overseas recipients in order to provide its products and/or services and for administrative or other business management purposes. Recipients of such disclosures are generally internal to Chobani and are located in Singapore, China, New Zealand and the United States, but may also include third-party vendors or service providers who administer platforms, portals or systems by or on behalf of Chobani in other territories (including India).

Overseas recipients may have different privacy and data protection standards. However, before disclosing any personal information to an overseas recipient, Chobani takes steps reasonable in the circumstances to ensure the overseas recipient complies with the Australian Privacy

Principles or is bound by a substantially similar privacy scheme unless you consent to the overseas disclosure or it is otherwise required or permitted by law. If you have any queries or objections to such disclosures, please contact Chobani's Privacy Compliance Officer on the details set out in paragraph 12.

7. Direct marketing

Chobani may use and disclose your personal information in order to:

- (a) inform you of products and/or services offered by Chobani;
- (b) engage with you as a consumer with respect to a competition;
- (c) engage with you as a consumer if you make an enquiry through our consumer care line; and
- (d) facilitate business relationships.

In the event you do not wish to receive such communications, you can opt-out of receiving them by contacting Chobani on the contact details set out in paragraph 12 or through any opt-out mechanism contained in a marketing communication to you.

In this regard:

(a) Marketing Emails

You may choose not to receive marketing emails from Chobani by clicking on the unsubscribe link in the marketing emails we send. Even if you unsubscribe, Chobani may (where necessary) continue to send you non-marketing email communications, such as customer inquiries or information about changes in our terms and conditions.

(b) Marketing Text Messages

Chobani will communicate with you via text messages only if you affirmatively opt in to communicate with Chobani by text. After you have opted in, you can opt out at any time from receiving further communications via text by replying 'STOP' to any text message you receive from Chobani, or otherwise following the opt-out instructions in Chobani's messages.

(c) Geolocation Data

You may stop sharing your location data with Chobani by adjusting your mobile devices location services settings. For instruction on changing the relevant settings, please contact your service provider or device manufacturer.

8. Security of your personal information

Chobani takes steps reasonable in the circumstances to ensure that the personal information it holds is protected from misuse, interference, and loss and from unauthorised access, modification, or disclosure.

Chobani holds personal information in both hard copy and electronic forms in secure databases on secure premises, accessible only by authorised staff within the relevant part of the business.

Chobani will destroy or de-identify personal information in circumstances where it is no longer required, unless Chobani is otherwise required or authorised by law to retain the information.

Chobani will destroy or delete personal information disclosed to it by other parties in circumstances where the information is not relevant to Chobani's functions or activities, including circumstances where information is inadvertently disclosed to Chobani.

Chobani is not responsible for the acts or omissions of any third parties who may hold your personal information.

9. Security of employee / recruitment personal information

Where you have applied and are successful for employment with Chobani, your personal employee records (including all recruitment documents) will be maintained in accordance with the *Fair Work Act 2009* (Cth) and *Fair Work Regulations 2009* (Cth), as amended.

Chobani will destroy or de-identify personal information of unsuccessful employment applicants where it is no longer required, unless Chobani is otherwise required or authorised by law to retain the information.

10. Can you access and correct the personal information that Chobani holds about you?

Chobani takes steps reasonable in the circumstances to ensure personal information it holds is accurate, up-to-date, complete, relevant and not misleading. Under the Privacy Act, you have a right to access and seek correction of your personal information that is collected and held by Chobani. If at any time you would like to access or correct the personal information that Chobani holds about you, or you would like more information on Chobani's approach to privacy, please contact Chobani's Compliance Officer on the details set out in paragraph 12 below.

Chobani will grant access to the extent required or authorised by the Privacy Act and take steps reasonable in the circumstances to correct personal information where necessary and appropriate.

To obtain access to your personal information:

- (a) you will have to provide proof of identity to ensure that personal information is provided only to the correct individuals and that the privacy of others is protected;
- (b) Chobani requests that you be reasonably specific about the information you require; and
- (c) Chobani may charge you a reasonable administration fee, which reflects the cost to Chobani for providing access in accordance with your request.

Chobani will endeavour to respond to your request to access or correct your personal information within 30 days from your request.

11. Cookies

When you are accessing Chobani's website, Chobani uses 'cookies' which are small pieces of information sent from the website and stored by your browser on your computer's hard drive. Cookies that Chobani uses enable its systems to provide features of its services and allow you to visit its website without re-entering your username and/or password, personalize and improve your experience, and improve the functionality and user-friendliness of its services and monitor how its website is used through your computer.

This information is used by Chobani to improve and tailor its website functionality and better understand how you interact with Chobani products and services and to monitor aggregate usage and web traffic routing on its website. You can modify your browser setting by editing your browser options to reject Chobani's cookies or to prompt you before accepting a cookie. However, if a browser does not accept cookies or if you reject a cookie, some portions of Chobani's online services may not function properly.

12. How to contact us

For further information or enquiries regarding your personal information held by Chobani, or if you would like to opt-out of receiving any promotional or marketing communications, please contact Chobani's Compliance Officer at:

Email: Australia.Legal@chobani.com.au

13. Privacy complaints

Please direct all privacy complaints to Chobani's Compliance Officer. At all times, privacy complaints:

- (a) will be treated seriously;
- (b) will be dealt with promptly;
- (c) will be dealt with in a confidential manner; and
- (d) will not affect your existing obligations or affect the commercial arrangements between you and Chobani.

Chobani's Compliance Officer will commence an investigation into your complaint. You will be informed of the outcome of your complaint following completion of the investigation. In the event that you are dissatisfied with the outcome of your complaint, you may refer the complaint to the Office of the Australian Information Commissioner.