

Notice of Privacy Rights of California Residents

Last Updated: February 4, 2025

This notice describes how Pactiv Evergreen Inc., (“Pactiv Evergreen”) and its affiliates and subsidiaries collectively referred to as “we”, “our”, or “us”, collects, uses, stores, discloses or otherwise processes personal data of natural persons who reside in the State of California (“you” or “your” meaning the person providing their personal information to us). If the person acts on behalf of, or for the purposes of, another person, including a business or other organization, “you” or “your” also means that other person, including a business organization.

At Pactiv Evergreen, we are committed to protecting the privacy of your personal data and complying with our obligations under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act of 2020 (“CPRA”) (collectively, the “CCPA”). For additional information about the Company’s data privacy practices, please review our Privacy Policy, linked [here](#).

Personal data of yours we collect in California

We collect data that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual (“personal data”). In particular, we have collected the following categories of personal data within the last 12 months:

CCPA Category	Examples
Identifiers	A real name, alias, postal address, unique personal identifier, online identifier internet protocol address, email address, account name, social security number, driver’s license number, passport number or other similar identifiers.
Personal data in Cal. Civ. Code §1798.80(e)	A name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, any other financial information, medical information or health insurance information. Some personal data included in this category may overlap with other categories.
Characteristics of protected classifications under California or federal law	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status.
Commercial information	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
Biometric information	Voice or video recordings, fingerprints, photographs or health information.
Internet or other electronic network activity information	Browsing history or search history.
Geolocation Data	Physical location or movements.

Audio, electronic, visual, thermal, olfactory or similar information	Photographs or video or call recordings.
Professional or employment-related information	Current or past job history or performance evaluations, immigration status, names and contacts of references, benefits or other personnel records.
Education information	Education records or transcripts.
Sensitive personal information	As noted in the categories above as defined in the CCPA.

Personal data does not include publicly available information from federal, state or local government records; de-identified or aggregated consumer information; or information excluded from the CCPA's scope, such as personal data covered by the Fair Credit Reporting Act, or processed pursuant to the Gramm-Leach-Bliley Act, California Financial Information Privacy Act or the Driver's Privacy Protection Act of 1994 if in conflict with such acts and their implementing regulations.

Why we collect your personal data in California

We (or a third party on our behalf) collect and process personal data for the purposes of:

- conducting our business, including:
 - contracting with you;
 - reviewing usage and purchasing patterns;
 - marketing our goods and services;
 - to improve our products and services;
 - providing customer service; and
 - to manage our relationship with you.
- recruiting and employment, including:
 - hiring, training, performance appraisal, attendance records, compensation, and employee benefits or services;
 - providing contact details and photos;
 - maintaining emergency contacts and taking action in the event of an emergency;
 - making travel arrangements;
 - responding to a reference request;
 - performing human resources functions; and/or
 - any disciplinary or grievance related matters.
- general management, including:
 - providing or receiving products or services;
 - responding to your queries or other correspondence;
 - completing due diligence and background checks;
 - access to and monitoring of IT applications and systems;
 - building access or security;
 - transferring books of business, company reorganizations or other potential corporate transactions;
 - audits, investigations, claims or litigations, including investigating fraud, misconduct or any unlawful acts;

- complying with regulatory or legal requirements; and/or
- administering the Site.
- any purposes directly related or comparable to the above, as otherwise set forth in the CCPA (defined herein) or other applicable law, or as otherwise notified to you.

Any sensitive personal information is only collected as necessary for the purposes described above.

In the preceding 12 months, we may have disclosed the following CCPA categories of personal data to other parties for a business purpose:

- Identifiers
- Personal data in Cal. Civ. Code §1798.80(e)
- Characteristics of protected classifications under California or federal law
- Commercial information
- Biometric information
- Internet or other electronic network activity information
- Geolocation Data
- Audio, electronic or similar information
- Professional or employment-related information
- Education information
- Sensitive personal information

We may also share the information you provide us with third party service providers who assist us in performing related tasks or fulfill the identified purposes of the Site's features. We may also release your information to third parties if we believe such release is necessary: (1) to comply with the law (e.g., a legal process or a statutory authorization), (2) to enforce our Terms of Use or other agreements, (3) to protect our rights or property, (4) as part of a corporate reorganization, consolidation, merger, or sale of substantially all of the assets of Pactiv Evergreen, or an affected operating unit, or (5) because of a potential danger to any person. The information provided to the third party, including your personal information, will only be provided in connection with the performance of the third party's function. The third party will not be permitted to use your personal information for any purposes other than those outlined in this Policy.

From where we collect your personal data

So that we can provide products, services, employment or potential employment to you, we may need to collect your personal data from:

- you, your or our agents and representatives, including your family members, current and former employers, service providers, employment agencies or other recruiters; or

- marketing lists, industry or other databases, monitoring hardware and software, social media or other publicly available sources.

To whom we disclose or transfer your personal data

We may disclose or transfer your personal data to other parties where necessary for the business purposes listed above. Since Pactiv Evergreen operates globally, the parties that we disclose or transfer your personal data to may be located inside or outside of California. Outside of California, such locations will vary from time to time but may include Pactiv Evergreen subsidiaries or operating units or where other third parties to whom we may transfer data, or their affiliates or sub-contractors, operate.

Third parties to whom we may disclose or transfer your personal data include professional advisers, third-party service providers; law enforcement and regulatory bodies; employment benefit providers; any affiliates or allowed sub-contractors of any of the above; and/or as otherwise required or allowed by applicable law or regulation. In the preceding 12 months, we have not sold any personal data. In addition, we have no actual knowledge that we share personal data of any individuals under 16 years of age.

How long we retain your personal data

We retain the personal data processed by us for as long as is necessary for the purpose for which it was collected, including as required by applicable law, regulation or contract, or for so long as there is any possibility that either you or we may wish to bring a legal claim. In the absence of legal, regulatory or contractual requirements, or a possible legal claim, we reserve the right not to retain records created in the provision of our products and services.

Your rights over your personal data in California

The following rights are available to you under the CCPA:

- **Right to know, access.** You have the right to request that we disclose the categories of personal information collected, the categories of sources from which personal information is collected, the business or commercial purpose for collection, the categories of third parties with which we share personal information, and the specific pieces of personal information that we have about you. You also have the right to request that we provide your personal information to you in a readily useable format.
- **Right to request deletion.** You have the right to request that we delete personal information that we collected from you. Note, however, that certain requests to delete personal information may be denied if we are required or authorized to retain the information as a matter of law, the information is necessary for detecting security incidents, exercising free speech, protecting or defending against legal claims, or for

internal uses reasonably aligned with consumer expectations, including, but not limited to, to provide a customer requested product or service. Historical transactional records cannot be deleted.

- **Right to correct.** You can request that we correct any inaccurate personal information we maintain about you.
- **Right to limit the use of sensitive personal information.** If applicable, you have the right to request that we limit the use of your sensitive personal information (such as precise geolocation, health information, etc.) to only necessary purposes.
- **Right to non-discrimination.** You have the right not to receive discriminatory treatment by Pactiv Evergreen for exercising your CCPA or CPRA rights. This includes charging different prices or providing a different level of service. We do not offer financial incentives related to the provision of data.
- **Authorized agent.** You have the right to designate an authorized agent to make these requests on your behalf.
- **How to exercise your rights.** To exercise any of your rights under the CCPA or CPRA, please contact us at:

Email: PTVEprivacy@pactiveevergreen.com

Mobile: pactiveevergreenmobilehotline.ethicspoint.com.

Online: pactiveevergreenhotline.ethicspoint.com.

Phone:

- U.S.: 833-945-5060
- Canada: 833-946-0312
- Mexico: 800-099-6529

To protect your privacy, you will be required to provide authenticating information prior to making changes or gaining access to your information. We will respond to inquiries, requests to review, and change requests to personal information within forty-five (45) days.

- **Sales of personal information.** Pactiv Evergreen does not sell your personal information.
- **Spouses, Dependents, and Associates.** If you have knowledge that the Company collected personal information related to your spouse, dependent(s), or associate(s), please share a copy of this notice with all such individuals.

Pactiv Evergreen reserves the right to amend this notice at any time without advance notice. Please direct questions about this notice to PTVEprivacy@pactiveevergreen.com.