

APPLICANT NOTICE ABOUT YOUR PERSONAL INFORMATION

1. Overview

This Notice explains your rights under the California Consumer Privacy Act (“**CCPA**”) (Cal. Civ. Code § 1798.100 *et seq.*) and helps you understand how Torrid, LLC (“**Torrid**”) collects, stores, uses, shares, and secures your Personal Information in compliance with the CCPA. In this Notice, the terms “company,” “us,” “we,” and “our” refer to Torrid and its affiliates and subsidiaries. “Applicant” or “you” refer to job applicants or candidates for employment with Torrid.

2. What Information We Collect

Torrid collects information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you (“**Personal Information**”). The following discusses the categories of Personal Information we collected in the last twelve (12) months. We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different purposes without first providing you notice.

- **Identifiers.** We collect your name, email address, phone number, and mailing address from you during our recruitment processes.
- **Characteristics of Protected Classifications Under California or Federal law.** We may collect your date of birth, age, gender identity, sexual orientation, racial or ethnic origin, disability information, genetic information, marital status, or pregnancy and related information, if you provide this information as part of your application.
- **Professional or Employment-related Information.** We collect information related to your employment history during the recruitment process.
- **Education Information.** We collect your education history from you as part of your application or during the onboarding process.
- **Inferences.** We may collect inferences drawn from the foregoing information such as your characteristics, preferences, aptitudes, or behaviors.

3. How We Use the Information We Collect

We use the Personal Information we collect for the following business and commercial purposes:

- **Recruiting and Hiring.** We collect Personal Information from your application and through the interview process to evaluate your qualifications and eligibility for employment.
- **Government Reporting.** We use the Personal Information we collect to comply with mandatory government reporting requirements and applicable laws.

4. Additional Rights under California Law

At this time, the CCPA does not afford you the right to make requests regarding your Personal Information. Torrid will inform you about any policies and procedures related to such rights if they become available. This does not affect other rights you may have under the California Labor Code or similar laws.

5. How We Retain Your Personal Information

To the extent permitted by applicable law, Torrid will retain your Personal Information only for as long as we believe it is necessary to fulfill the purposes for which it was collected, including to meet any legal, accounting, or other reporting requirements or obligations.

6. How You Are Protected Against Discrimination

Torrid will not unlawfully discriminate against you for exercising any of your rights under the CCPA. This commitment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee of Torrid, including supervisors and coworkers.

7. Disclaimer

Nothing in this Notice restricts Torrid's ability to:

- Comply with federal, state, or local laws;
- Comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities;
- Cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law;
- Exercise or defend legal claims;
- Detect security incidents and protect against fraudulent or illegal activity and prosecute those responsible for such activity; or
- Transfer Personal Information as part of a merger or acquisition, dissolution or in the event of bankruptcy or any other transaction in which a third party assumes control of all or part of Torrid.

8. Changes to this Notice

This Notice is reviewed and updated annually to ensure it accurately captures our practices and procedures. The effective date of this version is posted below.

9. Resolving Concerns and How to Contact Us

If you have questions or concerns regarding this Notice or the handling of your Personal Information, please contact recruiting@torrid.com or 626-667-1002.

EFFECTIVE DATE: *December 17, 2020*