

Independent Sales Representatives Privacy Policy

Effective Date: July 1, 2023

Last Updated: July 1, 2023

Tupperware (“Tupperware,” “we,” “us” or “our”) respects your privacy and is committed to protecting it through compliance with this Privacy Policy. This Privacy Policy (the “Policy”) lets you, a Tupperware® Independent Sales Representative (“you” or “User”) know how Tupperware, including its Affiliates, collects, processes, retains and discloses information provided to us and the information we may collect from or about you, including any websites on which it is posted (each a “Platform” and collectively, the “Platforms”), what choices you have regarding your personal information, and how you can contact us. This Privacy Policy does not apply to information collected by any other website operated by Tupperware (unless specifically stated otherwise therein) or any website operated by a third party or our affiliates, subsidiaries, and other divisions of Tupperware (“Affiliates”).

Please read this Policy carefully to understand our policies and practices regarding your information and how we treat it. If you do not agree with our policies and practices, you may choose not to use the Platforms. Your use of this Platform is also governed by our Terms of Use.

For those who reside in California, please see our “**Additional Information for California Consumers**” section for additional information regarding your rights and our practices.

1. Collection of Information

As used in this Privacy Policy, “personal information” is information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. We may collect the following categories of information from and about you:

- Identifiers, such as your name, e-mail address, phone number, postal address, driver’s license, and social security number;
- Demographics, such as your gender or age;
- Internet or other electronic network activity information, such as your IP address or browsing history;
- Geolocation information, such as information we receive about your device location, subject to your settings;
- Inferences regarding preferences or other characteristics;
- Commercial information, such as your password and purchase histories or tendencies;
- Payment information, such as payment card numbers;
- Information concerning health, such as allergies;
- Professional information, such as your title, level, and compensation; and

- Audio, electronic, visual, thermal, olfactory, or similar information, such as photographs or voice recordings.

We may collect personal information about you from a variety of sources, including:

- **From You:** We collect information that you provide as part of your business as an Independent Sales Representative. For example, we collect information regarding your sales to calculate commission payments. If you are eligible for certain benefits, we may collect information from you to provide those benefits you request. We will collect any information you voluntarily provide, and we may also request optional information to support your use of the Platforms. We also collect any information that you voluntarily enter into any postings, comments, or forums within the Platforms. If you send an e-mail to us, we will collect your e-mail address and the full content of your e-mail, including attached files and other information you choose to provide to us. You may also create and share promotional materials with us. If you purchase a product or service through the Platforms, our third-party payment processors will collect the billing and financial information they need to process your charges. This may include your postal address, email address, and financial information.
- **From Your Devices:** When you use our Platforms, we may collect information about the devices you use to access the Platforms, including hardware model, operating system and version, Internet Protocol ("IP") address and other unique device identifiers, mobile network information, and information about the device's interaction with our Platforms. We also collect information about how you use our Platforms, including your access times, browser types, and language. This type of data enables us to understand how often individuals use parts of the Platforms so we can analyze and improve them. To collect this information, we use cookies and web beacons, and other similar technologies. To learn more about how we automatically receive and record information when you interact with the Platforms, please see the section "Cookies, Tracking, & Third-Party Advertising" below. Note that this Privacy Policy covers only how we use information collected via cookies; it does not cover the use of such information by third parties.
- **Location Information:** We may collect different types of information about your location, including general information, such as the city, state, and/or zip code associated with your IP Address, and, if you agree, more specific location information that is provided through the GPS functionality on mobile devices used to access the Platforms. We may use such location information to customize the Platforms, including advertising that is presented to you. In order to do this, your location information may be passed along to our affiliates, agents, vendors or advertisers.
- **Social Media Networks and Other Third Parties:** We may obtain information about you or your use of the Platforms from third parties and sources, such as our vendors, like web hosting providers, analytics providers, or advertisers. You may give us permission to access your information from services offered by third parties, including social media networks. The information we obtain from third party services depends on your account/privacy settings with those third parties and the third parties' privacy policies, so be sure to check those policies and to adjust your settings to meet your preferences. When you access the Platforms through social media networks and other third-party platforms, you are authorizing Tupperware to collect,

store, and use such information and content in accordance with this Privacy Policy. Please keep in mind that any information provided to us by a third party may also be subject to that third party's privacy policy.

- **From Independent Sales Representatives:** We may collect information about you that is provided to us from your Independent Sales Representative team.

2. Use & Retention of Information

We use the information we collect from you for the following purposes:

- To deliver products, services, programs, information, or newsletters, including to help us make decisions about products or promotions to offer, or to guide decisions for entering into strategic relationships;
- To calculate and process commission payments, prizes, recognitions, and awards;
- To process your payments;
- To manage preferences related to travel and events;
- To manage your subscriptions;
- To alert you to special offers, updated information, and other new features and services or to forward promotional materials;
- To fulfill the requirements of our agreements with Independent Sales Representatives;
- To provide benefits you sign up for and any associated claims;
- To fulfill the terms of a promotion;
- To ensure the Platforms are relevant to your needs;
- To provide tools and access to content;
- To protect our IT architecture and prevent fraud or potentially illegal activities;
- To enforce the terms governing use of the Platforms and/or to notify you of a material change to our Privacy Policy;
- To monitor, guard against, and enforce our policies, including those related to unauthorized product reselling;
- To investigate allegations of misconduct or violation of our policies;
- To contact you in response to inquiry forms (e.g., contact forms);
- To solicit your feedback to improve your user experience;
- To facilitate and administer the services that we offer through the Platforms, including technical support and servicing of your account;

- To communicate information regarding your account, and other information related to your interaction with our products or services;
- To conduct audits;
- To exercise or defend legal claims or to comply with any applicable law, regulation, legal process or governmental request;
- To execute matters of corporate governance or in the event of a corporate sale, merger, acquisition, dissolution or similar event; and
- To safeguard vital interests, to protect the rights, property and safety of others and ourselves, or to perform a task in the public interest.

We will retain the personal information provided for as long as it is needed to fulfill the purpose for which it is collected.

We may aggregate and/or de-identify personal information we collect and use it for any purpose. To the extent we deidentify any data originally based on personal information, we will maintain and use such data only in deidentified form and will not attempt to reidentify the data.

3. Disclosure of Information

We may disclose your information in the following circumstances:

- **With your consent.** We may disclose your information if you ask or authorize us to do so.
- **Among group companies.** We may disclose your information with our affiliated and subsidiary companies and other partners or collaborators for the purposes of processing, analyzing, or storing your information or otherwise as needed to provide the Platforms to you or achieve other purposes for which we collect information, in each case, consistent with the terms of this Privacy Policy.
- **With service providers.** We engage service providers to perform a variety of services and functions for us, such as data storage, order fulfillment, transmitting emails, and managing digital content. We may disclose your information with such service providers consistent with this Privacy Policy.
- **To comply with legal requirements and to protect you, us, and others.** Notwithstanding anything to the contrary in this Privacy Policy, we reserve the right to retain and disclose your information at our discretion if we believe in good faith that such retention and disclosure is necessary to: (i) comply with relevant laws or to respond to subpoenas, warrants, or similar process served on us; (ii) protect and defend our rights or property, you, or third parties; or (iii) ensure the safety and security of our Platforms, systems, and of our customers and third parties.
- **In connection with a business transfer.** In the event we go through a business transition such as a merger, acquisition by another company, bankruptcy, reorganization, or sale of all or a portion of our assets, your information may be sold or transferred as part of that transaction. You acknowledge that such transfers may occur and are permitted by this Privacy Policy and that the new entity may continue to process your information as set forth in this Privacy Policy.

- **If the information has been aggregated, de-identified, or otherwise does not identify you personally.** We may disclose information that has been aggregated, de-identified, or otherwise does not identify you or information that you choose to make public. This Privacy Policy does not limit our use or disclosure of de-identified information in any way, and we reserve the right to use and disclose such information to our partners, advertisers, and any other third parties at our discretion.

If you do not agree or do not consent to the disclosure of your information in any manner described above, you should not use the Platforms.

4. Collection and Use of Information from Children

The Platforms are not intended for children. We do not knowingly collect personal information from children, and the Platforms are not designed to attract children. In the event that we learn that a child under the age of 16 has provided personal information to us, we will delete or destroy such personal information as soon as possible.

5. Notice of Public Posting Areas

Please note that any information you include in a message you post to any chat room, forum, blog, or other public posting area is available to anyone with Internet access. If you do not want people to know your email address, for example, don't include it in any message you post publicly. PLEASE BE EXTREMELY CAREFUL WHEN DISCLOSING ANY INFORMATION IN CHAT ROOMS, FORUMS, BLOGS, AND OTHER PUBLIC POSTING AREAS. WE ARE NOT RESPONSIBLE FOR THE USE BY OTHERS OF THE INFORMATION THAT YOU DISCLOSE IN CHAT ROOMS, FORUMS, BLOGS, AND OTHER PUBLIC POSTING AREAS.

6. Third-Party Links

When you use the Platforms, there may be links and you may be directed to third-party websites. We are not responsible for the privacy practices or content of such other sites. If you have any questions about how these other sites use your information, you should review their policies and contact them directly.

7. Access and Email Opt-Out

You may utilize your Independent Sales Representative account to access your personal information to ensure it is correct, accurate, and current. To delete your information or to edit or modify your information if you do not have an account with us, please contact us using the contact information provided below. We will manage deletion requests in accordance with the law and our record retention policy.

We communicate with you on a regular basis via email. For communications that are promotional in nature, we provide you the opportunity to exercise an opt-out choice if you do not want to receive these other types of communication from us, such as emails or updates from us regarding new services and products offered. The opt-out choice may be exercised by ticking the appropriate box if such checkbox is available at the points where personal information is collected or by contacting us. We will process your request to unsubscribe as soon as possible, but please be aware that in some

circumstances you may receive a few more messages until your request to unsubscribe is processed. You also may opt out of receiving such emails by clicking on the “unsubscribe” link within the text of the email.

8. Security

We implement reasonable security measures to ensure the security of your personal information. Please understand, however, that no data transmissions over the Internet can be guaranteed to be 100% secure. Consequently, we cannot ensure or warrant the security of any information you transmit to us and you understand that any information that you transfer to us is done at your own risk. We recommend that you take additional measures to protect yourself, including by installing anti-virus software, closing browsers after use, keeping confidential your passwords, and making sure that you regularly update software and apps. If we learn of a security systems breach we may attempt to notify you electronically so that you can take appropriate protective steps. By using the Platforms or otherwise providing personal information to us, you agree that we can communicate with you electronically regarding security, privacy, and administrative issues. We may post a notice via the Platforms if a security breach occurs. We may also send an email to you at the email address you have provided to us in these circumstances. Depending on where you live, you may have a legal right to receive notice of a security breach in writing.

9. International Data Transfers

We are based in the United States. If you choose to provide us with information, please understand that your personal information may be transferred to the United States and that we may transfer that information to our affiliates and subsidiaries or to other third parties, across borders, and from your country or jurisdiction to other countries or jurisdictions around the world. We put in place appropriate operational, procedural, and technical measures in order to ensure the protection of your personal information. You acknowledge you understand that by providing your personal information: (i) your personal information will be used for the uses identified above in accordance with this Privacy Policy; and (ii) your personal information may be transferred to the United States and other jurisdictions as indicated above, in accordance with applicable law.

10. Cookies, Tracking, & Third-Party Advertising

We use Cookies and similar tracking technologies to track activity on our Platforms and store certain information. The tracking technologies that may be used are beacons, tags and scripts to collect and track information and to improve and analyze the Platforms.

Do Not Track (DNT) is an optional browser setting that allows you to limit your sharing preferences with respect to third parties. We do not respond to DNT signals.

For detailed information on the cookies we use and the purposes for which we use them, please refer to the [Cookie Settings](#).

11. Changes to This Privacy Policy

We reserve the right to change this Privacy Policy from time to time. When we do, we will also revise the “Last Updated” date at the top. If we make material changes, we will notify you by placing a prominent notice on the Services and/or by sending you an email at the email address we have on file for you. We encourage you to periodically review this Privacy Policy to keep up to date on how we are handling your personal information.

12. Additional Information for California Consumers

This Additional Information for California Consumers section applies solely to Independent Sales Representatives who are residents of California. Terms used in this section that are defined in the California Consumer Privacy Act (“CCPA”) have the meanings set forth in the CCPA.

A. Collection of Personal Information

We may collect the following categories of personal information from and about you:

- Identifiers, such as your name, e-mail address, phone number, postal address, driver’s license, and social security number;
- Demographics, such as your gender or age;
- Internet or other electronic network activity information, such as your IP address or browsing history;
- Geolocation information, such as information we receive about your device location, subject to your settings;
- Inferences regarding preferences or other characteristics;
- Commercial information, such as your password and purchase histories or tendencies;
- Payment information, such as payment card numbers;
- Information concerning health, such as allergies;
- Professional information, such as your title, level, and compensation; and
- Audio, electronic, visual, thermal, olfactory, or similar information, such as photographs or voice recordings.

B. Use of Personal Information

We use the personal information we collect from you for the following purposes:

- To deliver products, services, programs, information, or newsletters, including to help us make decisions about products or promotions to offer, or to guide decisions for entering into strategic relationships;
- To calculate and process commission payments, prizes, recognitions, and awards;
- To process your payments;
- To manage preferences related to travel and events;

- To manage your subscriptions;
- To alert you to special offers, updated information, and other new features and services or to forward promotional materials;
- To fulfill the requirements of our agreements with Independent Sales Representatives;
- To provide benefits you sign up for and any associated claims;
- To fulfill the terms of a promotion;
- To ensure the Platforms are relevant to your needs;
- To conduct audits;
- To provide tools and access to content;
- To protect our IT architecture and prevent fraud or potentially illegal activities;
- To enforce the terms governing use of the Platforms and/or to notify you of a material change to our Privacy Policy;
- To monitor, guard against, and enforce our policies, including those related to unauthorized product reselling;
- To investigate allegations of misconduct or violation of our policies;
- To contact you in response to inquiry forms (e.g., contact forms);
- To solicit your feedback to improve your user experience;
- To facilitate and administer the services that we offer through the Platforms, including technical support and servicing of your account;
- To communicate information regarding your account, and other information related to your interaction with our products or services;
- To exercise or defend legal claims or to comply with any applicable law, regulation, legal process or governmental request;
- To execute matters of corporate governance or in the event of a corporate sale, merger, acquisition, dissolution or similar event; and
- To safeguard vital interests, to protect the rights, property and safety of others and ourselves, or to perform a task in the public interest.

C. Collection and Use of Sensitive Personal Information

Tupperware collects following sensitive personal information as described above:

- Social security, driver's license, state identification card, or passport number; and
- Information concerning health.

Tupperware uses sensitive personal information for the following purposes:

- To calculate and process commission payments;
- To process your payments;
- To provide benefits you sign up for and any associated claims;
- To manage preferences related to travel and events;
- To exercise or defend legal claims or to comply with any applicable law, regulation, legal process or governmental request;
- To execute matters of corporate governance or in the event of a corporate sale, merger, acquisition, dissolution or similar event; and
- To safeguard vital interests, to protect the rights, property and safety of others and ourselves, or to perform a task in the public interest.

Tupperware does not collect or use sensitive personal information for the purpose of inferring characteristics about you.

D. Disclosure of Personal Information in the past 12 Months:

Categories of personal information disclosed for our <u>business purposes</u>	Categories of third parties to whom this information was disclosed
Identifiers	Affiliates, data analytics providers, hosting and IT services providers, shipping service providers, customer care service providers, Independent Sales Representatives, social networks, payment processors, government entities, insurance carrier, travel partners, and auditors
Commercial information	Affiliates, data analytics providers, hosting and IT services providers, and customer care service providers
Account Log-in, Financial Account, Debit or Credit Card	Affiliates, hosting and IT services providers, and payment processors
Internet or other electronic network activity information	Affiliates, data analytics providers, hosting and IT services providers, preference management providers, customer care service providers, social networks, and marketing and advertising providers

Geolocation information	Affiliates, data analytics providers, hosting and IT services providers, preference management providers, social networks, and marketing and advertising providers
Information concerning health	Affiliates and travel partners
Inferences regarding preferences or other characteristics	Data analytics providers, hosting and IT services providers, social networks, and marketing and advertising providers
Audio, Electronic, Visual, Thermal, Olfactory, or Similar Information	Hosting and IT services providers, customer care service providers, Independent Sales Representatives, and social networks
Professional information	Affiliates, hosting and IT service providers, customer care service providers, government entities, and auditors

We may disclose any of the personal information we collect:

- as required by law, such as to comply with a subpoena or other legal process, or to comply with government reporting obligations;
- when we believe in good faith that disclosure is necessary (a) to protect our rights, the integrity of the Website, or your safety or the safety of others, or (b) to detect, prevent, or respond to fraud, intellectual property infringement, violations of our Terms of Use, violations of law, or other misuse of the Website; and
- to affiliates, service providers, advisors, and other third parties to the extent reasonably necessary to proceed with the negotiation or completion of a merger, acquisition, bankruptcy, or sale of all or a portion of our assets.

Categories of personal information disclosed in exchange for <u>valuable consideration</u>	Categories of third parties to whom this information was disclosed
Internet or other electronic network activity information	Data analytics providers and marketing and advertising providers

As of the Effective Date, we do not “sell” personal information, and non-necessary cookies are subject to your opt-in consent. Upon providing Tupperware with your opt-in consent, Tupperware may disclose

your personal information via cookies. We only do this at your express direction when you opt-in. To opt-out of these disclosures via non-necessary cookies, please update your [Cookie Settings](#).

E. California Consumer Rights:

California Civil Code Section 1798.83 (also known as the “California Shine the Light Act”) permits users who are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please contact us using the contact information provided below and put “Shine the Light” in the subject line of your request. Additionally, California consumers have the following rights under the CCPA. To the extent that these rights apply to you, the following rights are provided:

- **Right to know.** You have the right to know and request information about the categories and specific pieces of personal information we have collected about you, as well as the categories of sources from which such information is collected, the purpose for collecting and selling such information, and the categories of third parties to whom we disclose such information. You also have the right to know if we have sold or disclosed your personal information.
- **Right to delete.** You have the right to request the deletion of your personal information, subject to certain exceptions.
- **Right to correction.** You have the right to request correction of inaccurate personal information we maintain about you.
- **Right to opt-out.** We do not “sell” personal information as defined by the CCPA. We do not “share” personal information as defined by the CCPA for cross-context behavioral advertising or other purposes. We do process personal information via cookies for targeted advertising when you direct us to do so by providing your opt-in consent. To opt out of processing for targeted advertising via non-necessary cookies, please update your [Cookie Settings](#).
- **Right to non-discrimination.** You have the right to not be discriminated against for exercising any of the above-listed rights. We may, however, provide a different level of service or charge a different rate reasonably relating to the value of your personal information.

To exercise your rights, please contact us using one of the methods provided below or submit your request online at [Consumer Privacy Requests](#).

If you contact us to exercise your rights, we may need to confirm your verifiable consumer request before completing your request, and, for example, may ask for you to confirm data points we already have about you. The data points we request in order to verify your identity will depend on the nature of your relationship and interaction with us. We will only use personal information provided in a verifiable consumer request to verify your identity or authority to make the request.

If you are submitting a request through an authorized agent we may also request that any authorized agents verify their identity and may reach out to you directly to confirm that you have provided the

agent with your permission to submit the request on your behalf. We may deny a request from an agent that does not submit proof that they have been authorized by you to act on your behalf.

13. Contact Us

If you have any questions, comments, or concerns about our privacy practices or this Privacy Policy, or to exercise any of your rights, please contact us at:

privacy@tupperware.com

888-689-2961

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