

MATSON JOB APPLICANT PRIVACY STATEMENT

Last Updated: January 1, 2023

Matson believes your privacy is important. This Privacy Statement describes how we treat the information we receive with respect to your application and candidacy, including how we collect, use, and disclose your information, and the rights you have with respect to that information.

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1. What Personal Information do we collect?

We collect information in connection with your application and candidacy.

Certain of the information we collect may be “Personal Information,” by which we mean information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person, household, or device, such as a real name, postal address, e-mail address, telephone number, and payment information. Other information that is directly associated with Personal Information may also be considered Personal Information. Information that is aggregated, de-identified, or anonymized is not considered Personal Information. Publicly available information that is made available from federal, state, or local government records, also is not Personal Information as described in this Applicant Privacy Statement.

The Personal Information we collect may be provided by you directly, or we may obtain Personal Information about you automatically, or from third parties such as recruiters, your references, prior employers, publicly available information, and places of education.

Personal Information can include:

- Identifiers, such as individual contact and identification information (for example, name, job title, work location, home address, work and personal email addresses, work and personal telephone numbers, mobile phone number, Social Security Number, taxpayer identification information, state identification card number, driver's license number, any Matson credentials and related passcode (if applicable), emergency contacts, dependents' names);
- Residency, citizenship, or work permit status, sponsorship requirement, visa number, military status, nationality, and passport information;
- Union-related information, if applicable;

- Professional, employment-related, and education information, including information collected from the recruitment and hiring processes (for example, interview information, CV or resume, cover letters, references, reference letters, transcripts, pre-hire interactions, letters of reference, publicly available social media, letters of offer and acceptance, hire, start date, work experience, education, certifications, registrations, professional license numbers, training, and language abilities);
- Physical limitations and special accommodations needed;
- Where permitted by law and as applicable, the results of credit and criminal background checks, the results of drug and alcohol testing, social security number tracing, health screening information, health certifications, and vehicle registration and driving history;
- Information required for us to comply with laws, including at the direction of law enforcement authorities or court orders;
- Visual information, including photos, video surveillance footage, other images or photographs;
- Audio, electronic, or similar information, such as voicemails, phone calls and recordings, video conferencing and recordings, e-mails, correspondence, documents, and other work product and communications created for, on behalf of, stored with, or transmitted to Matson;
- Medical and health information, as needed, and in accordance with applicable laws;
- Characteristics of protected classifications under California or federal law (including sex, gender, marital status, race, ethnic origin, date of birth, age, sexual orientation, veteran status, and disability status, as needed);
- Survey or feedback information (for example, if you fill out a survey, or provide feedback, we collect your responses); and
- Other potentially Personal Information that you may provide to us, including to evaluate your application and candidacy.

We reserve the right to monitor the use of our premises, equipment, devices, computers, network, applications, software, and similar assets and resources. In the course of such monitoring, we may collect Personal Information about you. The use of the Personal Information will be in accordance with this Privacy Statement, and you should not have an expectation of privacy in your use of these resources.

Sensitive Personal Information

Certain of the Personal Information we collect may fall under the sub-category of “Sensitive Personal Information,” as defined by certain laws. This information includes information such as your social security number, driver’s license number, state identification card number, passport number; applicant account log-in information, financial account and credit card information in combination with any required security or access code; geolocation data; and race or ethnic origin. **We only collect and use Sensitive Personal Information as necessary to fulfill business purposes related to the evaluation your application and candidacy, and do not sell or share Sensitive Personal Information.**

2. How do we use Personal Information that we collect?

We may use your Personal Information in accordance with this Privacy Statement for a variety of appropriate reasons, including to:

- Recruit you, evaluate your candidacy, and complete the hiring process;

- Manage staffing resources, financial planning, corporate compliance, internal audits, and other administration;
- Communicate with you, respond to communications from you, and facilitate communications between you and other individuals;
- Provide the services you or others request and complete the actions you have requested;
- Provide you with an account, and manage your account;
- Notify you about updates to our websites, business, mobile applications, or services;
- Measure and improve our business, services, performance and staffing;
- Perform analyses on the data we have collected, such as analyses, trends, and other research for statistical purposes;
- Assist you with obtaining an immigrant visa or work permit, or verify your eligibility to work in the United States, as needed;
- Anonymize or protect your data for uses described herein;
- Prevent potentially fraudulent, prohibited, or illegal activities;
- Comply with legal obligations and government-required reporting, such as creating our Affirmative Action Plan (“AAP”);
- Protect the health, safety and security of our workforce, guests, property, and assets (including controlling and facilitating access to and monitoring activity on and in our premises and activity using our computers, devices, networks, communications, and other assets, and collecting information relating to contagious diseases, as needed, and consistent with applicable law); and
- Generally manage all aspects of a job applicant’s potential employment relationship with us, including but not limited to establishing, maintaining, and terminating employment relationships, general operations, and administrative, financial, and human resources related purposes.

We may disclose other purposes, or update this Privacy Statement as described below, from time to time.

3. What are the categories of third parties with whom we share Personal Information?

Matson does not sell or share (for cross-context behavioral or targeted advertising purposes, as defined by certain laws) your Personal Information to third parties, and will not sell or share your Personal Information to third parties without your explicit consent. We may, at times, disclose Personal Information we collect to the following categories of third parties, for the purposes identified above, or with your consent:

- Our group of companies, affiliates, and related entities in accordance with this Privacy Statement;
- With third party vendors and partners to manage aspects of your relationship with us and to effectuate the uses of Personal Information described in the “How We Use Personal Information We Collect” section above, including third party service providers who access Personal Information about you to perform services on our behalf, such as provide us with results of background checks and drug testing, and compile our AAP;
- Third parties who may provide professional advice;
- With other persons with whom you have requested that we share Personal Information, in order to fulfill services you request;
- In connection with, or during the negotiation of, any merger, sale of company stock or assets, financing, acquisition, divestiture, or dissolution of all or a portion of our business; and

- If we believe that disclosure is reasonably necessary (a) to comply with any applicable law, regulation, legal process or governmental request; (b) to enforce our policies, (c) to protect our rights or property, or the security or integrity of our services, or (d) to protect us, users of our services or the public from harm or potentially prohibited or illegal activities.

When sharing Personal Information with third parties, we expect that they only use or disclose your Personal Information as necessary for the purpose and uses described (which we define by contract).

4. How long do we retain your Personal Information?

Unless otherwise stated above, we retain Personal Information and other information you provide or otherwise make available to us, to fulfill the purposes described above.

We use the following criteria to determine how long to retain Personal Information:

- Our relationship with you, and the products and services we make available to you;
- Your requests to us regarding your information, or our business;
- Any legal obligations or recommendations in applicable labor and employment to retain the data, or for our own legal purposes (such as enforcing our agreements or litigation);
- Technical considerations and feasibility, and level of protections in place for your Personal Information.

5. How do we protect your information?

We take reasonable precautions, including physical, electronic, and procedural safeguards, to protect your Personal Information. We make reasonable efforts to maintain security on our systems. Despite our efforts, we cannot guarantee that Personal Information may not be accessed, disclosed, or altered by breach of our safeguards. You should also take adequate precautions to protect your Personal Information, including but not limited to complying with Matson's Information Security Policies.

6. What are your California Privacy Rights?

Pursuant to the California Consumer Privacy Act of 2018 sections 1798.100 *et seq.* ("CCPA") and the California Privacy Rights Act of 2020 ("CPRA"), California residents have certain additional rights in relation to their Personal Information, subject to certain exceptions. For example, you may have—subject to exceptions and other applicable law—the following rights:

1. **Right to Transparency.** You have a right to understand the categories and types of Personal Information to be collected (see the "What Personal Information do we collect?" section above), the purposes for which the categories of Personal Information are collected or used (see the "How do we use Personal Information that we collect?" section above), whether that information is sold or shared (see the "What are the categories of third parties with whom we share Personal Information?" section above), and the length of time we intend to retain each category of Personal Information, or if that is not possible, the criteria used to determine that period, among other information (see the "(see the "How long do we retain your Personal Information?" section above).

2. **Right to Access** the categories and specific pieces of Personal Information we have collected about you, the categories of sources from which the Personal Information is collected, the business purpose for collecting the Personal Information, and the categories of third parties with whom Matson shares Personal Information.

3. **Right to Limit** the use and disclosure of sensitive personal information. We only collect and use Sensitive Personal Information as necessary to provide you with goods and services, and do not sell or share (as defined by the CPRA) Sensitive Personal Information. As a result, we do not, and are not required to, provide a right to limit.

4. **Right to Correct** inaccurate or obsolete Personal Information that the Company may maintain.

5. **Right to Delete** the Personal Information under certain circumstances.

6. **Right to Opt-out of the sale or sharing of personal information.** You have the right to opt out of the “sale” of your Personal Information (i.e., disclosure of personal information to third parties for valuable consideration), or “sharing” of your personal information (i.e., disclosure of personal information to third parties for cross-context behavioral advertising). Matson does not sell or share your personal information. Therefore, we do not provide a right to opt-out of sale or sharing.

7. **Right to non-discrimination.** Matson does not discriminate against applicants on the basis of their exercising any of their rights afforded by the CCPA and CPRA, which is further in accordance with California residents’ rights under the law.

How California Residents Can Exercise Their Rights

California residents may exercise the rights described above by submitting a verifiable request to us by emailing general_info@matson.com, filling out the web form at <https://www.matson.com/corporate/contactus>, or contacting us by telephone at 1-800-4-Matson.

Please specify in your request what Personal Information you would like to access, correct, or delete. We will first acknowledge receipt of your request within 10 business days after receipt of your request. We will provide a substantive response to your request within 45 calendar days after its receipt. If we require more time (up to 90 days or the permitted timeframe), we will inform you of the reason and extension period in writing.

Only you or an authorized agent (as described below) may make a verifiable request related to your Personal Information.

- **How to Authorize an Agent.** You may designate an authorized agent to submit your verified request on your behalf, only if the authorized agent has your written permission to do so and you have taken steps to verify your identity directly with us.
- **How We Verify Your Request.** To respond to your request to delete, to correct, or to know, we must verify your identity or the authority of your authorized agent to make the request. We will only use the Personal Information provided in that context to verify your identity or the authority of your authorized agent to make the request. Making a verifiable request does not require you to create an account with us.

To allow us to verify your request, we will require that you provide at least two pieces of Personal Information that we already have in our possession, such as your name, contact information, and/or application date. Depending on the sensitivity of the personal information and the risk of harm to you posed by unauthorized deletion or correction, we may need to match additional pieces of Personal Information to verify the request to a reasonably high degree of certainty. We will verify your consumer request by comparing the information you provide to information already in our possession, and take additional steps to minimize the risk of fraud.

7. Will there be changes to this Privacy Statement?

We may update this Privacy Statement periodically to account for changes in our collection and use of your Personal Information. For any changes, we may provide indication in our Privacy Statement by updating the “Last Updated” date at the top of this document. Changes will be effective immediately.

8. How do I contact you?

If you have any questions regarding this Applicant Privacy Statement, need to access this statement in an

alternative format due to a disability, or if you would like to access, update, or delete your Personal Information, please email us at general_info@matson.com, fill out the web form at <https://www.matson.com/corporate/contactus>, or contact us by telephone at 1-800-4-Matson

