

# PRIVACY POLICY

## MORTON SALT, INC. PRIVACY POLICY

Morton Salt respects your privacy. At times, we may ask you to provide personal information about yourself or your company in order to better serve you. If you choose to provide this personal information, we will use it only to support your customer relationship with us. We provide this Privacy Policy to answer some of the questions you may have about the types of personal information we may collect when you are in contact with Morton Salt, from other companies that provide services for us (such as our customer service providers), and when you interact with our web site that links to this Privacy Policy and social media pages (“Web Site”), and what we may do with that personal information. In addition, please review the Web Site’s Terms of Use, which governs your use of the Web Site.

### **What Information Do We Collect?**

We understand that you expect to learn about Morton Salt and our products when you visit our Web Site. Similarly, we hope to learn about your needs as our customer or prospective customer through your visits to our Web Site in order to better develop products and services that meet your needs. Thus, we may ask you about the nature of your business, particular projects you are working on, what you plan to use our products for, and other demographic information. We try to tailor these questions to your particular needs. On some of our web pages, you can ask questions and register to receive information. On these pages, we will ask you for the personal information necessary for us to respond, such as your name and contact information. When you purchase merchandise from our Web Site, you must provide contact information (such as name, billing address and shipping address) and financial information (such as credit card number and expiration date). We, or a payment service provider, will use this information for payment purposes and to fill customer orders. If we have trouble processing an order, we will use this contact information to get in touch with you.

The categories of personal information we may collect on our Web Site and use and disclose for a business purpose are as follows:

- Personal identifiers, including your name, postal address, telephone number, and email address;
- Commercial information, including information about products purchased from us;
- Payment card information, for any transactions, and
- Health-related information, if you call us with health-related questions that pertain to our products.

In addition to any personal information or other information that you choose to provide to us on our Web Site, we and other companies, such as advertising networks and analytics providers, use cookies and similar technologies (e.g., web beacons, pixels, and web server logs) that automatically collect certain identifiers and Internet and other electronic network activity information. The information collected in this manner includes IP address, browser characteristics, device IDs and characteristics, operating system version, language preferences, referring URLs, pages visited, and other information about the usage of our Web Site, emails, and online advertisements. Cookies may be used for many purposes, including tracking web pages visited while using the Web Site to help us provide, improve, and tailor the Web Site and our emails and help make them better. You may disable cookies using your browser's preferences, but some features of the Web Site may not function properly or may operate slowly if you do so.

### **Third Party Sites**

Our Web Site may contain links to other third party Web Sites that Morton Salt does not control. Morton Salt is not responsible for the privacy practices employed by any third party web site. These other web sites may independently collect personal information and may or may not have their own published privacy policies. Morton Salt recommends that when you visit other Web Sites to read their privacy policies.

### **What Do We Do With this Information?**

We will use the personal information that we receive to communicate with you and respond to your requests, provide you with better products and services, update you with marketing information about our products and services, and personalize and improve our Web Site and social media pages. For example, the Web Site will use the zip code you provide to us to display locations that sell our products. We will use the address information you provide to us to mail water test strips you request through our Web Site. If you have provided us with your contact information to notify you regarding certain events, promotions, exclusive deals, and other announcements regarding our online store and/or products, we will use such information for that purpose. For example, we may send you a survey about your use of products or for other market research. We may use information we receive, both on an identifiable and aggregate basis, in various analyses intended to help us better understand our customers and prospective customers.

### **Online Tracking and Advertising**

Like many website operators, we use services offered by third parties (including Google and Facebook) to advertise on third party websites based on search history and your visits to our Web Sites. We also receive relevant history and Web Site usage information and information about your receipt and use of marketing emails from us (which may be collected by third parties on our behalf), and we use that information to improve our Web Sites and for our own marketing purposes. Third parties use cookies, web beacons, pixels, and similar technology to provide these services to us and to serve ads and customize search results based in part on your visits to our Websites. You can set preferences for Google services using the Google Ad Settings page, and you can opt-out of Google Analytics' use of data by installing a browser ad-on available [here](#). Other tools for opting out of targeted advertising are the Network Advertising Initiative (NAI) Opt-Out Page and the Digital Advertising Alliance (DAA) Consumer Choice Tool. Note that if you opt-out on the NAI page or using the DAA tool, you will still see advertisements when you browse the Internet, but those advertisements may be less tailored to you and your interests.

Currently, various Internet browsers offer a “do not track” option. Because standards for DNT continue to evolve, we do not currently respond to browsers’ DNT signals with respect to the Web Sites. We do not track your activity over time and across different websites or online services. The third parties that collect data through our Web Sites and marketing emails may combine the data with other information they collect about your online activities over time, on other devices, and on other websites or apps, if those websites and apps also use the same third parties. We do not permit third parties to collect information from our Web Sites for use on other websites or for their own purposes, except on a limited basis in connection with the analytics and advertising discussed in the preceding paragraph.

### **When Do We Share This Information?**

We may give service providers access to personal information for our business purposes described above, such as to provide or improve our Web Site, products and services, to deliver items that you purchase or request, and to help us market to consumers. We also engage service providers to provide information technology services, customer service (including answering health-related questions), assessing interest in our products and services, and conducting customer research or satisfaction surveys. These service providers are obligated to handle personal information in accordance with relevant laws and in a manner that is consistent with this Privacy Policy. They are not permitted to use personal information other than for purposes of providing services to us, and may be located wherever we operate.

We may also share personal information with third parties for our business purposes as described below:

- (1) We may disclose personal information as required by law and for the protection of Morton Salt and others.
- (2) We may disclose personal information, subject to confidentiality restrictions, as part of a contemplated or actual corporate transaction, financing, or sale of the assets of a relevant business unit.

We may also share with our business partners aggregate data about the number and frequency of visitors to our Web Site and the manner in which customers use our Web Site.

Except as set forth in this Privacy Policy, we will not, without your permission, give, or provide to others the information which you provide to us.

### **How Can You Update Your Information or Marketing-Related Preferences?**

The information you provide helps us to develop better products and services and we take seriously the obligation to maintain it accurately. If you have submitted personal information through this Web Site, and you would like to update or have that information deleted from our marketing databases, please contact the Morton Salt Legal Department, 444 West Lake St, Suite 3000, Chicago, IL 60606 or send an email to [compliance@mortonsalt.com](mailto:compliance@mortonsalt.com).

### **How Do We Secure Your Information?**

Morton Salt recognizes that visitors to its Web Site care about the security of their information, and we prioritize concern for that security. We will take reasonable measures necessary to protect your information , and will obligate any third parties to whom we may transfer your information take comparable steps to protect its security. We cannot, however, be responsible for Internet communications, because the Internet is not completely secure.

### **Sweepstakes, Contests and Promotions**

We may offer sweepstakes, contests, and other promotions (any, a "Promotion") through our Web Site that may require registration. By participating in a Promotion, you are agreeing to the terms, conditions or official rules that govern that Promotion, which may contain specific requirements of you, including, except where prohibited by law, allowing the sponsor(s) of the Promotion to use your name, voice and/or likeness in advertising or marketing associated with the Promotion. If you choose to enter a Promotion, you may

be identified to third parties or the public in connection with the administration of such Promotion, including in connection with winner selection, prize fulfillment, and as required by law or permitted by the Promotion's official rules, such as on a winners list.

### **The Privacy of Children**

Morton Salt has no intention of collecting and does not knowingly collect any personal information from individuals under 18 years of age. Where appropriate, Morton Salt will specifically instruct children not to submit such information on our Web Site. If a child has provided us with personal information, a parent or guardian of that child may request that the information be deleted from our records by contacting the Morton Salt Legal Department, 444 West Lake St, Suite 3000, Chicago, IL 60606 or by email at [compliance@mortonsalt.com](mailto:compliance@mortonsalt.com).

### **International Users**

Morton Salt is a company located in the United States and does not actively market outside of the United States. If you are using our Web Site, you agree to the transfer of your information to the United States and processing globally. By providing your information you consent to any transfer and processing in accordance with this Privacy Policy, to the fullest extent permissible by law.

### **California Privacy Rights**

The California Consumer Privacy Act of 2018 (CCPA) went into effect on January 1, 2020. The CCPA extends to covered individuals new rights with respect to their personal information. If you are a California resident, you may have the following rights:

1. The right to request more information about our data collection and sales practices in connection with your personal information.
2. The right to request a copy of the specific personal information collected about you during the 12 months before your request (together with item #1, a "personal information request"). You may only make a personal information request twice in a 12-month period, and we will respond within 45 days of receiving a personal information request.

3. The right to request that personal information be deleted (with exceptions).
4. The right to request that your personal information not be sold to third parties.
5. The right not to be discriminated against because you exercise any of the new rights.

To process certain requests, we will need to collect information from you so that we can verify your identity.

Note that we do not rent, sell, or share personal information (as defined by California Civil Code §1798.83) about you with other people or unaffiliated companies for their direct marketing purposes, unless we have your permission. We have not “sold” (as that term is defined in the CCPA) your personal information in the last 12 months.

Morton Salt is providing a web page at <https://www.mortonsalt.com/faq/> as well as a toll-free number at (800) 725.8847 for you to make your individual right requests. On the webpage, please select the drop down titled “CCPA Data Request” to make your request.

### California Privacy Notice for Applicants and Employees

This notice describes the categories of personal information (“PI”) collected by Morton Salt, Inc. (“Company”) and the purposes for which Consumer PI may be used. We are providing this notice to you in accordance with California Civil Code Sec. 1978.100(b).

Categories of Personal Information Collected	Purposes Personal Information is Used.
<p><u>Identifiers and Contact information.</u> This category includes names, addresses, telephone numbers, mobile numbers, email addresses, dates of birth, Social Security numbers, driver’s license or state identification numbers, bank account information, and other</p>	<ul style="list-style-type: none"> <li>• Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding</li> <li>• Processing payroll and employee benefit plan and program administration including enrollment and claims handling</li> <li>• Maintaining personnel records and record retention requirements</li> </ul>

<p>similar contact information and identifiers.</p>	<ul style="list-style-type: none"> <li>• Communicating with employees and/or employees' emergency contacts and plan beneficiaries</li> <li>• Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, equal employment opportunity, workplace safety, and related laws</li> <li>• Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network, and data</li> <li>• Ensuring employee productivity and adherence to the Company's policies</li> <li>• Investigating complaints, grievances, and suspected violations of Company policy</li> </ul>
<p><u>Protected classification information.</u> This category includes characteristics of protected classifications under California or federal law.</p>	<ul style="list-style-type: none"> <li>• Complying with applicable state and federal Equal Employment Opportunity laws</li> <li>• Complying with applicable government contracting and vendor qualification requirements</li> <li>• Design, implement, and promote the Company's diversity and inclusion programs</li> </ul>
<p><u>Internet or other electronic network activity information.</u> This category includes without limitation:</p> <ul style="list-style-type: none"> <li>• all activity on the Company's information systems, such as internet browsing history, search</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate the efficient and secure use of the Company's information systems</li> <li>• Ensure compliance with Company information systems policies and procedures</li> <li>• Complying with applicable state and federal laws</li> </ul>

<p>history, intranet activity, email communications, social media postings, stored documents and emails, usernames and passwords</p> <ul style="list-style-type: none"> <li>• all activity on communications systems including phone calls, call logs, voice mails, text messages, chat logs, app use, mobile browsing and search history, mobile email communications, and other information regarding an Employee's use of company-issued devices</li> </ul>	<ul style="list-style-type: none"> <li>• Preventing unauthorized access to, use, or disclosure/removal of the Company's property, records, data, and information</li> <li>• Enhance employee productivity</li> <li>• Investigate complaints, grievances, and suspected violations of Company policy</li> </ul>
<p><u>Geolocation data.</u> This category includes GPS location data from company-issued mobile devices and company-owned vehicles.</p>	<ul style="list-style-type: none"> <li>• Improve safety of employees, customers and the public with regard to use of Company property and equipment</li> <li>• Preventing unauthorized access, use, or loss of Company property</li> <li>• Improve efficiency, logistics, and supply chain management</li> </ul>
<p><u>Biometric information.</u> This category includes fingerprint scans and related information, and certain wellness metrics.</p>	<ul style="list-style-type: none"> <li>• Improve accuracy of time management systems</li> <li>• Enhance physical security</li> <li>• Provide benefit plan offerings to promote health and prevent disease</li> </ul>

<p><u>Professional and employment-related information.</u> This category includes without limitation:</p> <ul style="list-style-type: none"> <li>• data submitted with employment applications including salary history, employment history, employment recommendations, etc.</li> <li>• background check and criminal history;</li> <li>• work authorization</li> <li>• fitness for duty data and reports</li> <li>• performance and disciplinary records</li> <li>• salary and bonus data</li> <li>• benefit plan enrollment, participation, and claims information</li> <li>• leave of absence information including religious and family obligations, physical and mental health data concerning employee and his or her family members</li> </ul>	<ul style="list-style-type: none"> <li>• Collect and process employment applications, including confirming eligibility for employment, background and related checks, and onboarding</li> <li>• Employee benefit plan and program design and administration, including leave of absence administration</li> <li>• Maintaining personnel records and complying with record retention requirements</li> <li>• Communicating with employees and/or employees' emergency contacts and plan beneficiaries</li> <li>• Complying with applicable state and federal labor, employment, tax, benefits, workers compensation, disability, equal employment opportunity, workplace safety, and related laws</li> <li>• Business management</li> <li>• Preventing unauthorized access to or use of the Company's property, including the Company's information systems, electronic devices, network, and data</li> <li>• Ensuring employee productivity and adherence to the Company's policies</li> <li>• Recruiting</li> <li>• Investigating complaints, grievances, and suspected violations of Company policy</li> </ul>
<p><u>Education information.</u> This category includes education history.</p>	<ul style="list-style-type: none"> <li>• Evaluate an individual's appropriateness for a participation position at the Company, or promotion to a new position.</li> </ul>

<u>Inferences drawn from the PI in the categories above.</u>	<ul style="list-style-type: none"><li>• The Company may use the information to draw inferences supporting its management of employee engagement, succession planning, workforce forecasting, talent identification, talent acquisition and other key Human Resources processes.</li></ul>
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To carry out the purposes outlined above, the Company may share information with third parties, such as background check vendors, third-party human resources and information technology vendors, outside legal counsel, and state or federal governmental agencies. The Company may add to the categories of PI it collects and the purposes it uses PI. In that case, the Company will inform you.

#### **Posting of a Revised Privacy Policy.**

We may make changes to this Privacy Policy from time to time. Any revised version will be effective when it is posted as to personal information collected after that date. If we make any material changes, we will provide notice a reasonable time in advance through the Web Site, by email, or other communication. We encourage you to read this Privacy Policy periodically to stay up-to-date about our privacy practices.

**Effective Date:** January 1, 2020