

## Who We Are

Forever Living Products, founded in 1978 with its headquarters in Scottsdale, Arizona, is the largest grower, manufacturer, and distributor of Aloe Vera in the world. FLP, operating in more than 150 countries, is vertically integrated, controlling everything from the fields, to the factory, to research and development, to packaging, shipping, and distribution. FLP's exclusive line of products has helped people around the world look better and feel better. Forever Resorts has a well-earned reputation for providing superb value for vacationers at dozens of destinations world-wide. Forever Resorts is comprised of unique and distinctive collections of lodges, resorts, campgrounds & RV parks, gift stores, restaurants, conference facilities, boat rentals, raft adventures, and eco experiences. Numerous other legal entities operate under or perform work for the FLP or FR umbrella of companies, including, but not limited to, manufacturing facilities, distribution centers, and management services companies. All of these entities, for the purposes of this Privacy Notice, will be collectively referred to as "FLP".

Please read the following Privacy Notice carefully to understand our views and practices regarding your personal information and how we will treat your personal information as you complete the application process.

## Information You May Provide Us

The following information, at a minimum, may be collected through the application process by you so that we can provide the best possible experience when you submit an application through the SmartRecruiters' platform. Personal information that you provide may include the following:

- Full Name
- Address(es)
- Phone Numbers
- Email Address(es)
- Date of Birth
- Education / Employment History
- Other Data Collected That Could Directly or Indirectly Identify You

Please note that the information that you provide is shared with certain third parties (i.e., SmartRecruiters and CriteriaCorp) to facilitate business-related processes or transactions on your behalf. For personal information provided to a third party, this Privacy Notice applies to your personal information only once we receive the personal information.

## Cookies

Cookies are small pieces of data sent from a website and stored on the user's computer by the user's web browser while the user is browsing to remember information (such as items added in the shopping cart in an online store) or to record the user's browsing activity.

The "Help" feature on most browsers will tell you how to prevent your browser from accepting new cookies, how to have the browser notify you when you receive a new cookie, or how to disable cookies altogether. Additionally, you can disable or delete similar data used by browser add-ons, such as Flash cookies, by changing the add-on's settings or visiting the website of its manufacturer.

## Disclosure of Your Information

Information about our applicants is an important part of our business, and we are not in the business of selling it to others. We share personal information only as described herein and with subsidiaries. You agree that we have the right to disclose your personal information as needed to conduct our business activities according to the following, and in the following, circumstances:

- **Internal Disclosure:** We necessarily require storage and disclosure of your information within our various business units on an as-needed basis in order to effectively conduct our legitimate business activities.
- **Third-Party Service Providers:** We employ other companies and individuals (i.e., SmartRecruiters and CriteriaCorp) to perform processing functions on our behalf. These providers have access to personal information needed to perform their functions in accordance with contractual obligations but may not use it for other purposes.
- **Protection of FLP and Others:** We release account and other personal information when we believe release is appropriate to comply with the law; enforce or apply our conditions of use and other agreements; or protect the rights, property, or safety of FLP, our customers, or others. This may include exchanging information with other companies and organizations for fraud protection and credit risk reduction. Obviously, however, this does not include selling, renting, sharing, or otherwise disclosing personally identifiable information from applicants for commercial purposes in violation of the commitments set forth in this Privacy Notice.
- **With Your Consent:** Other than as set out above, you will receive notice when information about you might be sent to other third parties, and you will have an opportunity to choose not to share the information.

## Where We Store Your Personal Information

The information that we collect from you is not stored by FLP, but will be transferred to, and stored at, a destination at a third-party in the United States, outside the European Economic Area (“EEA”). By submitting your personal information, you agree to its transfer, storing, or processing. We will take all steps reasonably necessary to ensure that your information is treated securely and in accordance with this Privacy Notice.

Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal information, we cannot guarantee the security of your information transmitted to us; any transmission is at your own risk. Once we have received your information, we will use strict procedures and security features to try to prevent unauthorized access.

## Access, Control, and Your Rights

If you created an application during the application process, you may be able to view, update, and delete certain information about yourself and your interactions with FLP. If you cannot access or update your information yourself, you can always contact FLP for assistance.

If you wish to exercise any of your rights as a data subject or discuss your rights, please let us know using any of the contact information in the “Contact Us” section of this Privacy Notice. We may ask you to provide valid form of identification for verification purposes. Your rights are as follows:

- The right to access the information we hold about you.
- The right to rectification, portability, erasure, restriction, objection.
- The right to withdraw consent at any time.
- The right to lodge a complaint with a supervisory authority.
- The right to know the consequences of your failure to provide necessary information.
- The right to not be subject to a decision based solely on automated processing.

If you make a request to delete your personal information and that information is necessary for legitimate business purposes, the request will be honored only to the extent it is no longer necessary for any services purchased or required for our legitimate business purposes or legal or contractual record keeping requirements. Please note that since processing of your personal information is performed by a third party, we will notify the third party of your request.

## Contact Us

If you have any questions, concerns, or complaints about our Privacy Notice, you may contact us at [privacy@foreverliving.com](mailto:privacy@foreverliving.com).