California Consumer Privacy Act

Privacy Statement for California Residents

**Last Updated: October 10, 2023**

This Privacy Statement supplements the information contained in the Privacy Policy of DiaSorin Inc., DiaSorin Molecular and Luminex Corporation (“we,” “us,” “our”) and applies only to visitors, users, and others who reside in the State of California (“consumers,” or “you”). The purpose of this Statement is to ensure compliance with the California Consumer Privacy Act (“CCPA”)

1. Employees and Applicants

We collect and use your personal information, including sensitive personal information (collectively, “Personal Information”), for human resources, employment, benefits administration, health and safety, and business-related purposes and to be in legal compliance/the business purposes listed in the chart below. We are committed to properly handling the personal information collected or processed in connection with your employment relationship with us.

Information Collected

|  |  |  |  |
| --- | --- | --- | --- |
| **Personal Information Category** | **Retention Period** | **Business Purpose** | **Sold or Shared** |
| **Identifiers**, such as your full name, contact information, gender, date of birth, Social Security number, and similar information for your dependents and beneficiaries. |  For applicants: two years of inactivity of profileFor employees: We will retain Personal Information collected under this Section I for as long as necessary to fulfill the purpose for which it was collected or as required to comply with legal obligations and, thereafter, we will securely delete the Personal Information. If there is any data that we are unable, for technical reasons, to delete entirely from our systems, we will put in place appropriate measures to prevent any further use of such data. | Recruit and process employment applications, including verifying eligibility for employment and conducting background and related checksConduct employee onboardingMaintain and administer payroll and employee benefit plans, including enrollment and claims handlingMaintain personnel records and complying with record retention requirementsProvide employees with human resources management services and employee data maintenance and support servicesCommunicate with employees and their emergency contacts and plan beneficiariesComply with applicable state and federal labor, employment, tax benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related lawsPrevent unauthorized access to or use of the Company property, including information systems, electronic devices, network, and dataEnsure employee productivity and adherence to Company policiesConduct internal audits and investigate complaints, grievances, and suspected violations of Firm policyRespond to law enforcement requests and as required by applicable law or court orderExercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents. | No |
| **California Customer Records employment and personal information**, such as your name, Social Security number, physical characteristics or description, photograph, address, telephone number, education, current employment, employment history, membership in professional organizations, licenses and certifications, bank account number or any other financial, medical or health insurance information. | Same period as for identifiers category | Same purposes as for identifiers category | No |
| **Protected classification characteristics under California or federal law**, such as age (40 years or older), race, color, ancestry, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), military and veteran status, or genetic information (including familial genetic information). | Same period as for identifiers category. | Comply with federal and state equal employment opportunity lawsDesign, implement, and promote the Company's diversity and inclusion programsPerform workforce analytics, data analytics, and benchmarkingConduct internal audits, grievances, and suspected violations of Company policy Exercise or defend the legal rights of the Company and its employees | No |
| **Biometric information**, including fingerprint scans | Same period as for identifiers category | Exercise or defend the legal rights of the Company and its employees | No |
| **Professional or employment-related information**, such as employment application information (work history, academic and professional qualifications, educational records, references, and interview notes, background check, work authorization, performance and disciplinary records, salary, bonus, commission, and other similar compensation data, benefit plan enrollment, participation, and claims information, leave of absence information including religious, military and family obligations, health data concerning employee and their family members. | Same period as for identifiers category | Recruit and process employment applications, including verifying eligibility for employment, background checks, and onboardingDesign and administer employee benefit plans and programs, including for leaves of absence.Maintain personnel records and comply with record retention requirements.Communicate with employees and their emergency contacts and plan beneficiaries.Comply with applicable state and federal labor, employment, tax, benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws.Prevent unauthorized access to or use of the Company's property, including its information systems, electronic devices, network, and data.Ensure employee productivity and adherence to the Company policies.Conduct internal audits and investigate complaints, grievances, and suspected violations of the Company policy.Evaluate and provide useful feedback about job performance, facilitate better working relationships, and for employee professional developmentExercise or defend the legal rights of the Company and its employees | No |
| **Non-public education information**, such as education records, degrees and vocational certifications obtained, report cards, and transcripts. | Same period as for identifiers category | Evaluate an individual's appropriateness for hire, or promotion or transfer to a new position at the Company. | No |
| **Inferences drawn from other personal information to create a profile or summary**, for example, an individual's preferences, abilities, aptitudes, and characteristics. | Same period as for identifiers category | Engage in human capital analytics, including to identify correlations about individuals and job success, analyze data to improve retention and productivity, and analyze employee preferences to inform human resources policies and proceduresConduct applicant reference checks to assist in hiring decisions | No |

Sensitive personal information is a subtype of personal information consisting of specific information categories. We may collect or use information that falls with the sensitive personal information categories listed in the table below [to infer characteristics about a person.

|  |  |  |  |
| --- | --- | --- | --- |
| **Sensitive Personal Information Category** | **Retention Period** | **Business Purpose** | **Sold or Shared** |
| **Government identifiers**, such as your Social Security number visa information, and immigration status and documentation. | For applicants: two years of inactivity of profileFor employees: We will retain Personal Information collected under this Section I for as long as necessary to fulfill the purpose for which it was collected or as required to comply with legal obligations and, thereafter, we will securely delete the Personal Information. If there is any data that we are unable, for technical reasons, to delete entirely from our systems, we will put in place appropriate measures to prevent any further use of such data. | Recruit and process employment applications, including verify eligibility for employment and conducting background and related checksProcess and administer payroll and employee benefit plans, including enrollment and claims handlingMaintain personnel records and comply with record retention requirementsProvide employees with human resources management services and employee data maintenance and support servicesCommunicate with employees and their emergency contacts and plan beneficiariesComply with applicable state and federal labor, employment, tax benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related lawsPrevent unauthorized access to or use of the Company property, including information systems, electronic devices, network, and dataRespond to law enforcement requests and as required by applicable law or court order | No |
| **Complete account access credentials**, such as user names, account numbers combined with required access/security code or password. | Same period as for government identifiers category. | Recruit and process employment applications, including verify eligibility for employment and conducting background and related checks.Provide employees with human resources management services and employee data maintenance and support servicesPrevent unauthorized access to or use of the Company information systems, electronic devices, network, and data | No |
| **Racial or ethnic origin**. | Same period as for government identifiers category. | Comply with federal and state equal employment opportunity lawsDesign, implement, and promote the Company's diversity and inclusion programsPerform workforce analytics, data analytics, and benchmarkingConduct internal audits and investigate complaints, grievances, and suspected violations of Company policy  | No |
| **Unique identifying biometric information**.Fingerprint scans | Same period as for government identifiers category. | Ensure accurate time recordsExercise or defend the legal rights of the Company and its employees | No |
| **Health information**, including job restrictions and workplace illness and injury information. | Same period as for government identifiers category. | Investigate and process workers' compensation claimsProcess health insurance claimsConduct and process employment testingEnsure equal access to retirement programs and fertility planningEnsure equal family leave policies  | No |

1. Information Collected

We collect Personal Information from interactions with our websites and platforms. Covering the last 12-month period, the table below lists the categories of Personal Information collected by us, to the extent such Personal Information is subject to CCPA requirements.

|  |  |  |  |
| --- | --- | --- | --- |
| **Category** | **Examples** | **Collected** | **3rd Party Disclosures** |
| **Identifiers** | Name, address, telephone, email address, job title, username, password, IP address | **Yes** | 1, 2, 3 |
| **Personal Data categories listed in Cal. Civ. Code Sec. 1798.80(e)** | Name, signature, address, telephone number, education, employment, employment history, credit card number, bank account number, other financial information, medical information, health insurance information. | **Yes** | 1, 2, 3 |
| **Commercial information** | Products or services purchased, obtained, considered; purchasing histories | **Yes** | 1, 2, 3 |
| **Internet activity information** | Browsing history, search history, information on interaction with a website, application, advertisement or email | **Yes** | 1, 2, 3 |
| **Geolocation data** |   | **No** |   |
| **Biometric information** |   | **No** |   |
| **Sensory data** |   | **No** |   |

Business Purposes for Collecting Personal Information

We collect the categories of Personal Information listed above for one or more of the following business purposes:

* To respond to you or fulfill the reason you provided the information. For example, if you share your contact information to ask a question about our products or services, we will use that Personal Information to respond to your inquiry. If you provide your Personal Information to purchase a product or service, we will use that information to process your payment and facilitate delivery. We may also save your information to facilitate new product orders or process returns.
* To provide, support, market and develop our Website, products, and services.
* To create, maintain, customize, and secure your account with us.
* To process your requests, transactions, and payments and prevent transactional fraud.
* To provide you with support and respond to your inquiries, including to investigate and address your concerns and monitor and improve our responses.
* To personalize your Website experience and to deliver content and product and service offerings relevant to your interests, including targeted offers and ads through our Website, third-party sites, and via email or text message (with your consent where required by law).
* For data analytics purposes to better understand our customers, evaluate advertising campaigns, personalize content, and improve business processes.
* To help maintain the safety, security, and integrity of our Website, products and services, databases and other technology assets, and business.
* To respond to law enforcement requests, cooperate with regulators, protect legal rights, or comply with obligations under applicable law, court order, or regulation.
* As described to you when collecting your Personal Information or as otherwise set forth in the CCPA.
* To evaluate or conduct a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of our assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Data held by us about our Website users is among the assets transferred.

We will not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

Retention

We will retain Personal Information collected under this Section II for as long as necessary to fulfill the purpose for which it was collected or as required to comply with legal obligations and, thereafter, we will securely delete the Personal Information. If there is any data that we are unable, for technical reasons, to delete entirely from our systems, we will put in place appropriate measures to prevent any further use of such data.

Sales of Personal Information

We do not sell California resident Personal Information collected under this Section II (relating both to adults and to minors under 18) to third parties and have not sold California resident Personal Information in the past 12 months.

1. Disclosing Personal Data with Third Parties

\*We may disclose your Personal Information with the following categories of third parties for a business purpose:

1. Affiliates and/or subsidiaries
2. Customers, Distributors and Field Service providers
3. Service providers and advisors, including internet service providers, data analytics providers, operating systems/platforms, social networks, HCM and ERP providers, payment processors, accountants, and auditors
4. Federal and State governments, regulatory bodies, enforcement agencies.

In the preceding twelve (12) months, we have disclosed the following categories of Personal Information for a business purpose:

* Identifiers
* Personal Information categories listed in Cal. Civ. Code Sec. 1798.80(e)
* Commercial information
* Internet activity information
* Professional or employment-related information
* Sensitive Personal Information

Sources of Personal Information

We obtain the categories of Personal Information listed above from the following categories of sources:

* Directly from you or your agent.
* Directly and indirectly from activity on our Sites; for example, from submission forms on our website, including information you provide for prospective or current employment purposes, or website usage details collected automatically.
* From affiliates or third parties that interact with us; for example, a distributor, or a trade show, event or webinar service provider or sponsor.
* From publicly available information.
1. Your Rights and Choices

California residents are entitled to certain rights relating to your Personal Information, including the following:

* You have the right to request that we disclose certain information to you about our collection, use and/or disclosure of your Personal Information over the past 12 months.
* You have the right to request the deletion of Personal Information that we collected about you and retained, subject to certain exceptions.
* You have the right to request the correction of Personal Information that we have collected about you, subject to certain exceptions.

California residents wishing to submit a verifiable request to exercise these rights can do so by:

* Calling us at +1 877-807-2228; or
* By email at compliance@diasorin.com.

For your protection, when you seek to exercise the rights described above, it will be necessary for us to verify your identity or authority to make the request (by matching the information provided in your request to information already in our systems) to confirm that the Personal Information relates to you.

Changes to Privacy Statement

We reserve the right to modify this supplemental Privacy Statement at any time. Changes will take effect immediately upon their posting on the Site. If we make material changes to this Statement, we will notify you here that it has been updated, so that you are aware of what information we collect, how we use it, and under what circumstances, if any, we use and/or disclose it.