

## Darden Privacy Notice for Team Members and Applicants

*Effective Date: January 1, 2023*

*Updated: August 21, 2026*

Darden and its affiliated companies and brands (“**Darden**,” “**Company**,” “**we**,” “**our**,” or “**us**”) value your trust and are committed to collecting, using, maintaining, and protecting personal information responsibly. This Darden Privacy Notice for Team Members and Applicants (the “**Notice**”) describes how we handle your “**Personal Information**,” which means any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, to an individual.

This Notice explains how we collect, use, process, disclose, and retain Personal Information in connection with your relationship with Darden as a current, former, or prospective team members, contractor, temporary worker, intern, or as a family member or dependent of one of those individuals (collectively, “**Personnel**”). It also describes certain privacy rights that may be available to you under applicable law.

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### What Types of Information Do We Collect?

In connection with your employment, application for employment, or contractor-related activities, we may collect Personal Information about you and, where applicable, about your spouse, domestic or civil partner, dependents, emergency contacts, or other beneficiaries. We use this information to establish, manage, administer, or end employment or work-related relationship; support internal operations; and comply with legal and regulatory obligations, as further described below.

Generally, the categories of Personal Information we collect about Personnel include the following:

- **Identifiers and personal records:** Name, employee identification number, work, and home contact details (email, phone numbers (including mobile), fax numbers, physical address), online identifiers, IP address, signature, language(s) spoken, national identification number, social security number, dependents, emergency contact information, insurance policy number, bank account number, credit card number, debit card number or other financial information, education, employment and employment history, medical information, and health insurance information.
- **Professional or Employment Related Information:** Description of current position, title, status, management category, business unit, job code, salary plan, pay grade or level, job function(s) and subfunction(s), Company name and code, legal employer entity, branch/unit/department name and code, location, employment status and type, full-time/part-time, terms of employment, employment contract, severance plan and eligibility data, internal and external job and work history, job responsibilities, hire/rehire and termination date(s) and reason,

promotion dates, employee class length of service, retirement eligibility, disciplinary records, date of transfers, reporting manager(s) information, subordinate employee information, details contained in letters of application, resumes, and CVs (information necessary to complete a background check), detailed performance and development reviews, ratings and comments, opinions expressed about you, and information used to populate employee biographies, including likes, dislikes and interests. Travel and transaction details for business-related travel and expenses, including travel reservation numbers if issued, expense reimbursement information, credit card numbers, and transactions; travel information (airline, flight number, hotel name, dates of travel). Name, position, and contact information of the team member making a complaint, the individuals who are the subject of the complaint or an investigation, the persons investigating the complaint, the facts collected, and the investigation results. Base salary, bonus, employee benefits and allowances, long-term compensation awards, total compensation, pay period, compensation rate, benefit plan enrollments and entitlements, benefit election statements, compensation type, stock option awards and grants, details of any shares of common stock or directorships, restricted stock share awards and grants, performance unit awards and grants, shares purchased in the employee stock purchase plan, other Company equity grants, currency, pay frequency, compensation history, effective date of current compensation, salary reviews, banking details, bank account number, tax identification number, and related information, tax location code, working time records (including vacation and other absence records, leave status, hours worked and standard department hours), payroll identification number and payroll, and overtime eligibility and overtime pay.

- **Education Information:** Education history, professional qualifications, language, and other relevant skills, certifications, certification expiration dates), assessments, assessment results, training and development programs planned, attended, and completed, and web-based training programs.

**Demographics Information:** Gender, age, date of birth, race, color, sexual orientation, religion, national origin, marital/civil partnership status, military or veteran status, and disability status.

- **Work Eligibility Information:** Citizenship, immigration status, nationality, passport or visa data, details of residency or work permit, and Employment Eligibility Verification.
- **Commercial information:** Company equipment usage, reimbursements, and purchase information associated with corporate payment cards.
- **Biometric data:** Face geometry, fingerprints, and voiceprints collected in certain states and in accordance with local legal requirements.
- **Information Relevant to Matters of Public Health:** Health information, symptoms, vaccination status, test results, close contact, and exposure information, as is relevant to monitor and respond to requests or report on matters deemed relevant to public health.
- **Internet or Other Electronic Network Activity Information:** Information required to access the Company systems, network, resources, and applications such as IP addresses, log files, electronic communications and files, network connections, login credentials, email account (team member incoming and outgoing emails (business and personal if sent or received on a Company device), incoming and outgoing text messages, browsing history, search history, and information regarding interactions with an internet website, social media post, application, or advertisement, instant messaging account, mainframe ID, system passwords, and electronic information produced by you using Company systems.
- **Geolocation Data:** Precise geographic location information about a particular individual or device (e.g., device location, VPN location).
- **Audio/Visual Data:** Images or photographs, such as CCTV images and photographs, video recordings in certain work areas and photographs for identification purposes, and audio recordings (e.g., recorded meetings and webinars, recordings of communications for quality control, recordkeeping, and training purposes).

- **Inferences drawn from the information above:** Inferred information about preferences, behaviors, intelligence, and aptitudes related to your application for a position at Darden or work for the Company.

Some of the information we collect may be considered sensitive Personal Information, including government identifiers, account login credentials, precise geolocation, biometric data, race or ethnic origin, citizenship or immigration status, sexual orientation, union membership, religious or philosophical beliefs, health information, biometric information, and the contents of communications for which the Company is not the intended recipient.

### How We Collect Personal Information

Generally, we collect Personal Information about Personnel from the following categories of sources:

- **Directly from you**, during recruitment and hiring (e.g., the application form that you complete during the recruitment process, in interviews, or through the completion of any tests or surveys) or during the course of your employment with the Company;
- **Other individuals**, for example, in connection with hiring referrals, references, provision of benefits, feedback from guests or business partners;
- **Our affiliates and subsidiaries**;
- **Service providers, contractors, and other vendors** that provide services on our behalf;
- **Internet service providers**;
- **Operating systems and platforms**;
- **Government entities**;
- **Social networks** (e.g., LinkedIn, Indeed); and
- **Third parties**, including recruiting firms and background check services.

When Darden processes de-identified, aggregated, or anonymized Personnel information, we will maintain and use the information only in that form, take reasonable measures to prevent reidentification, and will not attempt to re-identify the information unless permitted by law. Where required, Darden will also require recipients of de-identified information to comply with applicable de-identification restrictions.

### Why Do We Collect, Use, and Disclose Personal Information?

We collect, use, and disclose Personal Information for one or more of the purposes described below.

#### **Recruitment**

If you apply for or are recommended for a role at the Company, we collect, use, and disclose Personal Information for recruitment purposes:

- **To evaluate your qualifications for employment and to reach a hiring decision.** This includes assessing your skills, qualifications, and background for a particular role, verifying your information, carrying out reference or background checks, checking visa status and/or eligibility to work (where applicable), and generally managing the hiring process and communicating with you about it.
- **If you are accepted for a role at the Company**, the Personal Information collected during recruitment will form part of your ongoing record.
- **If you are not offered a position**, we may retain your Personal Information to allow us to consider you for

other suitable openings within the Company in the future.

### ***Employment or Work-Related Purposes***

If you are employed by or otherwise work with the Company, we collect, use, and disclose Personal Information for the following employment and work-related purposes:

- **Workforce Management:** Includes managing work activities and Personnel, including recruitment, appraisals, performance management, promotions and succession planning, rehiring, administering salary and compensation administration and reviews, wages, bonuses, and other awards, equity plan (such as stock options, stock grants, and employee stock purchase plan) participation and administration, processing accounts payable and receivable, for employee healthcare benefits, pensions, and savings plans, training, managing disability, sickness and other leave, promotions, transfers, secondments, honoring other contractual benefits, providing employment references, loans, performing workforce analysis and planning, performing employee surveys, performing background checks, managing disciplinary matters, grievances, and terminations, reviewing employment decisions, making business travel arrangements, managing business expenses and reimbursements, planning, and monitoring training requirements and career development activities and skills, and creating and maintaining one or more internal employee directories.
- **Workforce Analytics and Automated Tools:** We may use workforce analytics, assessments, screening tools, productivity tools, artificial intelligence, or other automated tools to support employment-related processes where permitted by law. We will not use AI-powered tools to subject you to decisions based solely on automated decision-making that have a significant impact on you without providing additional notice when required by law.
- **Communications and Emergencies:** Including facilitating communication with you, ensuring business continuity, property management (e.g., laptops and mobile phones), providing references, protecting the health and safety of associates and others, safeguarding IT infrastructure, office equipment, and other properties, facilitating communication with you, your nominated contacts in an emergency.
- **Business Operations:** For operating and managing the IT and communications systems (including email collection, storage, and review), managing product and service development, improving products and services, managing Company assets, allocating Company assets and human resources, strategic planning, project management, business continuity, a compilation of audit trails and other reporting tools, maintaining records relating to business activities, budgeting, financial management and reporting, communications, managing mergers, acquisitions, sales, reorganizations or disposals and integration with the purchaser.
- **Complying with legal and other requirements:** Such as income tax requirements, recordkeeping, reporting obligations, conducting audits, compliance with government inspections and other requests from government or other public authorities, responding to legal processes such as subpoenas, pursuing legal rights and remedies, litigation, managing any internal complaints or claims, conducting investigations, including team member reporting of allegations of wrongdoing, policy violations, fraud, or financial reporting concerns, and complying with internal policies and procedures.
- **Monitoring Use of Technology and Workplace Systems:** We may collect information about the use of Company information, assets, systems, and resources, including internet access, electronic communications, email, messaging tools, devices, applications, telephone systems, video/CCTV, geolocation, network activity, badge/access systems, productivity systems, and other Company systems. We use this information to assess compliance with laws and Company policies, protect Company resources, support workplace safety and security, investigate misconduct, prevent crime and fraud, maintain business operations, and comply with legal obligations. Where required by law, Darden will provide additional electronic monitoring notices, postings, acknowledgments, or consents.

Darden uses and discloses sensitive Personal Information only as reasonably necessary and proportionate for employment, security,

legal, compliance, benefits, payroll, workplace safety, fraud prevention, investigations, and business operations. We do not use or disclose sensitive Personal Information about Personnel for purposes to which the right to limit use and disclosure applies under the California Consumer Privacy Act. If Darden collects biometric identifiers or biometric information, we will use that information only for disclosed business purposes, such as timekeeping, identity verification, access control, security, investigations, fraud prevention, or workforce management. Darden will retain and destroy biometric information in accordance with applicable law and Darden's retention requirements and will obtain written consent or release where required.

### Retention of Personal Information

Darden retains Personal Information about Personnel for as long as required or permitted by law, or for as long as it is reasonably necessary to fulfill the purposes described in this Notice or in any other notice provided at the time of collection. Where required, Darden will retain each category of Personal Information for the period identified in Darden's applicable records retention schedule or, if a specific period cannot be stated, based on the criteria below. Retention periods may vary depending on:

- The business purposes for which the information is used, and the length of time for which the information is required to achieve those purposes;
- The existence of an ongoing relationship between you and us;
- Recordkeeping obligations, statutes of limitations, or legal compliance requirements;
- The need to resolve inquiries or complaints; and
- Protecting the rights or safety of you, us, or others.

### How Do We Disclose Personal Information?

We may disclose Personal Information consistent with the business purposes described above. The categories of recipients may include:

- **Service Providers:** Companies that provide services to us, such as payroll, human resources services, performance management, training, expense management, IT systems suppliers and support, assistance with equity compensation programs, credit card companies, travel agents and other service providers that help us to operate our business.
- **Benefit providers:** To provide you with certain benefits, such as insurance or financial benefits, we disclose Personal Information to the companies that provide such benefits.
- **Group companies:** We may disclose your Personal Information to our affiliates for employment, recruiting, security, and internal reporting purposes. Unless otherwise specified, Company affiliates will only use your information in the ways described in this Notice.
- **Recipients of legal disclosures:** We may disclose your Personal Information to law enforcement agencies, courts, other government authorities, or other third parties where we believe necessary to comply with a legal or regulatory obligation. The Company may disclose Personal Information as we deem reasonably necessary to support lawful investigations or requests, or as reasonably necessary to protect our rights or the rights of you or any other party.
- **Consultants and Professional Advisors:** Accountants, auditors, lawyers, insurers, bankers, and other outside professional advisors who help support Company operations. We may also provide Personal Information to consultants and advisors that help us operate and improve our business.
- **Public and Governmental Authorities:** Entities that regulate or have jurisdiction over the Company, such as regulatory authorities, law enforcement, public bodies, and judicial bodies.

- **In the context of a transaction:** We may disclose Personal Information in connection with any proposed or actual reorganization, merger, sale, joint venture, assignment, transfer, or other disposition of all or any portion of the Company's business, assets, or stock (including in connection with any bankruptcy or similar proceedings).
- **Others at your direction:** We may disclose Personal Information to others at your direction or with your consent, including medical or health practitioners, trade bodies and associations.

Darden does not sell Personnel Personal Information or share it for cross-context behavioral advertising.

## California Privacy Rights

This section applies to Personnel who reside in California and supplements the information provided elsewhere in this Notice.

California residents have specific rights regarding their Personal Information under the California Consumer Privacy Act ("CCPA") as described below. To exercise any of these rights, please submit a request through our [California Team Member Privacy Rights](#) webform or call us at 1-888-467-4123. We may need to authenticate your identity before your request can be processed. For authentication, we may ask for your full name, email address, date of birth, and employee ID number, if available. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above. We will not retaliate against you for exercising any of the privacy rights available to you under the CCPA.

**Right to Know:** You have the right to know what Personal Information we have collected about you, which includes:

- The categories of Personal Information we have collected about you, including
  - The categories of sources from which the Personal Information was collected
  - Our business or commercial purposes for collecting, selling, or sharing Personal Information
  - The categories of recipients to which we disclose Personal Information
  - The categories of Personal Information that we sold, and for each category identified, the categories of third parties to which we sold that particular category of Personal Information
  - The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of service providers and contractors to which we disclosed that category of Personal Information
- The specific pieces of Personal Information we have collected about you.

**Right to Delete Your Personal Information:** You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

**Right to Correct Inaccurate Information:** If you believe that Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

## How to Contact Us

If you have questions about this Privacy Notice or our privacy practices or if you need access to this Notice in a different language or format, please send an email to our Privacy Team at [Privacy2@darden.com](mailto:Privacy2@darden.com) or send a letter to:

Darden Restaurants  
Attn: Ethics & Compliance-Privacy  
1000 Darden Center Drive  
Orlando, FL 32837

### **Team Member Obligations**

Please keep your Personal Information up to date and inform us of any significant changes to your Personal Information. You agree that it is your responsibility to obtain any required authorizations for you to provide Personal Information about your dependents or beneficiaries.