



CAREER SITE PRIVACY NOTICE

Last Updated: October 2023

Zoetis, Inc. and its affiliated entities (collectively “**Zoetis**”) values your trust and is committed to the responsible management, use and protection of your personal information. This Career Site Privacy Notice (“**Notice**”) describes our practices in connection with the information that we collect both online and offline in connection with your application for a job or internship with Zoetis. Personal information submitted elsewhere on Zoetis’ and its affiliates’ websites, as well as information collected on Zoetis websites through the use of cookies or similar technologies, will be used in accordance with the Privacy Statements applicable to those websites.

This Notice does not constitute an offer or promise of employment with respect to any position. If we elect to make you an offer, personal information you submit may be incorporated into our human resources system and used to manage the new-hire process. If you become an employee, any personal information that you submit may become part of your employee file and may be used for other employment/work-related purposes. You will be provided with an Employee Privacy Notice that sets out how we use your personal information in the course of your employment with us.

Submitting your personal information is entirely voluntary and you are free to decide what types of personal information, if any, to submit to us. However, if you choose not to submit your personal information, this may limit our ability to consider your candidacy, or, if you are hired, to consider you for a subsequent promotion, transfer or relocation.

If you are a California resident, please see the *California Addendum* at the end of this Notice for further details on how we handle your information and how to exercise your rights.

INFORMATION WE COLLECT

Information You Provide

We collect the following information from you regarding your application:

- Name, address, telephone number, e-mail address, and other contact information;
- Career Site username login and password;
- Work authorization status;
- CV, résumé, cover letter, previous work experience, skills, education information, title of qualifications and awards;
- Professional qualifications and other work-related licenses and certifications held;
- Information posted on social media;
- References;
- Any other information you elect to provide to us (e.g., employment preferences, languages, willingness and eligibility to relocate, desired salary, available start date.)

We ask that you avoid submitting the following information which may qualify as sensitive information under applicable law, except where such information is legally required or specifically requested: race, religion, ethnicity, nationality or national origin, age, gender identity, sex life or practices or sexual orientation, marital status, medical or health information (including disability status), genetic or biometric information, biometric templates, political or philosophical beliefs, political party or trade union membership, background check information, judicial data such as criminal records or information on other judicial or administrative proceedings, and veteran status.

Any information you submit must be true, complete and not misleading. Submitting inaccurate, incomplete, or misleading information may lead to a rejection of your application during the application process or disciplinary action including immediate termination of employment. In addition, it is your responsibility to ensure that information you submit does not violate any third party's rights.

If you provide us with personal information of a reference or any other individual as part of your application, it is your responsibility to obtain consent from that individual prior to providing the information to us.

Information from Other Sources

Zoetis obtains information about you from your references or from a background check report in connection with your application, as required or permitted by applicable law.

USE OF INFORMATION

We collect and use personal information for Zoetis' personnel recruitment, management and planning purposes. Zoetis relies on the legal justifications below to collect, use, transfer and disclose personal information you submit to us to:

- **Process your application and assess your capabilities and qualifications for a job:** This is in our legitimate interests to enable us to develop our business operations and recruit the workforce we need to support our business. Depending on the circumstances, it may also be necessary and/or legally required to take steps prior to entering into a contract between you and us or to perform a contract.
- **Provide you with information about job and internship opportunities and the application process:** This is in our legitimate interests to enable us to provide the services to you and recruit the workforce we need to support our business. If you do not wish us to do this, please contact us at the address in the "Contact Us" section below.
- **Conduct reference checks:** This is in our legitimate interests to enable us to develop our business operations and recruit the workforce we need to support our business. Depending on the circumstances, it may also be necessary and/or legally required to take steps prior to entering into a contract between you and us or to perform a contract.
- **Provide any services available to you on the Career Site and to monitor the operation and performance of our sites and services:** This is in our legitimate interests to provide the services to you, to recruit the workforce we need to support our business, as well as to improve and ensure the security of our sites and services. Depending on the circumstances, it may also be necessary and/or legally required to take steps prior to entering into a contract between you and us or to perform a contract between you and us.
- **Respond to your inquiries and communicate with you about your application:** This is in our legitimate interests to enable us to provide the Career Site, recruit the workforce we need to support our business, and communicate and manage our relationship with you.
- **Comply with or monitor compliance with any applicable law or regulation (including a court order):** We do this for compliance with legal obligations to which we are subject or, depending on the circumstances, for our legitimate interests to comply with laws and regulations.
- **Conduct background checks if we offer you a position:** This is in our legitimate interests to enable us to recruit the workforce we need to support our business. We may also engage in these activities to comply with a legal obligation.
- **To notify you about changes to the Career Site or the services:** This is in our legitimate interests to enable us to operate our business, ensure you are able to use our site and services and to manage our prospective contractual relationship with you.

- **Improve the quality of the Career Site, the services and our training:** This is in our legitimate interests to enable us to enhance, modify, and improve the Career Site and the services for your benefit and ensure our employees are adequately trained.
- **Manage complaints, feedback and queries:** This is in our legitimate interests to enable us to operate our business, and to deal with complaints and queries appropriately.
- **Engage in diversity and equality monitoring purposes:** This is in our legitimate interests (e.g., to ensure the diversity of our workforce) and for compliance with legal obligations to which we are subject.
- **Protect against fraud or other illegal activity or for risk management purposes:** This is in our legitimate interests in order to conduct and manage our business.
- **Respond to inquiries or requests from government or public authorities:** This is to comply with legal obligations to which we are subject and also in our legitimate interests (i.e., to co-operate with official bodies).
- **Enforce or apply the agreements concerning you (including agreements between you and us) or our policies:** This is in our legitimate interests in order to conduct and manage our business.
- **Protect the legal rights, privacy, safety, or vital interests of Zoetis or its employees, agents, contractors:** This is in our legitimate interests in order to conduct and manage our business and also for the legitimate interests of our employees, agents, contractors (i.e., to ensure their rights and vital interests are protected).
- **Protect the safety and security of visitors to the Career Site:** This is in our legitimate interests in order to conduct and manage our business and protect those that visit our websites and other properties. Depending on the circumstances, we may also do this for compliance with legal obligations to which we are subject.
- **Preserve our other legitimate interests:** This includes our administrative purposes, aggregate management reporting, internal training, and as generally required to conduct our business within Zoetis.

We may also request your consent to collect, use, transfer, and disclose (“process”) personal information you submit in circumstances where it is required and/or permitted by local law. Additionally, we may process your personal information to take steps at your request prior to entering into prospective employment. Where we have relied upon your consent to process your personal information, you have the right to withdraw that consent at any time to the extent permitted by law. This right only applies where we process personal information based upon your consent.

For more sensitive special categories of personal information (such as racial or ethnic origin, religious or philosophical beliefs, health data or details concerning sex life or sexual orientation) we will, to the extent permitted by applicable local law, rely on one or more of the other legal justifications set forth above and typically one of the following additional justifications, to the extent permitted by applicable local law: the use is necessary to carry out obligations and exercise our or your specific rights under employment laws; or the use is necessary to establish, exercise or defend legal claims, or whenever courts are acting in their judicial capacity (for example, when a court issues a court order requiring the processing of personal information); or with your consent. Additional legal justifications may also be available in the country in which you are based, and we may also rely on these justifications from time to time.



Zoetis may anonymize and/or aggregate your personal information and, to the extent permitted by applicable law, use and disclose such anonymized and/or aggregated information for any purpose.

DISCLOSURE OF PERSONAL INFORMATION

Zoetis may disclose personal information with its affiliates that are involved in evaluating candidates for a given position. Zoetis is responsible for personal information that is jointly used with affiliates. A list of the affiliate companies that may jointly process your personal information is available in our securities disclosures including 10-K available [here](#) and/or upon request (please refer to the ‘Contact Us’ section at the end of this Notice). We limit access to personal information to personnel with a business need to know the information for the purposes described in this Notice, including personnel in the recruiting, human resources and information technology departments, and in the department responsible for the position for which you are applying.

Zoetis may disclose personal information with our third-party service providers who provide services such as hosting and operating the Career Site, recruiting assistance, background check processing, and similar services. Those third parties will be required to protect personal information.

Zoetis may disclose personal information about you as we believe to be necessary or appropriate under applicable law, including laws outside your country of residence in order to: (1) protect the legal rights, privacy or safety of Zoetis or its employees, agents and contractors; (2) protect the safety and security of visitors to our websites or other properties; (3) protect against fraud or other illegal activity or for risk management purposes; (4) respond to inquiries or requests from government or public authorities; (5) permit us to pursue available remedies or limit the damages that we may sustain; (6) enforce our terms and conditions; (7) comply with the law or legal process; or (8) in the event of any reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings).

Zoetis may make certain personal information available to other parties such as legal and regulatory authorities; accountants, auditors, lawyers and other outside professional advisors in all of the countries in which Zoetis operates; and to companies that provide products and services to Zoetis (such as payroll, pension scheme, benefits providers; human resources services, performance management, IT systems suppliers and support; third parties assisting with equity compensation programs, or other service providers). Zoetis is responsible for the personal information collected.

Disclosing your personal information may include transferring personal information to other countries. This may include countries outside the European Economic Area (“EEA”). Some of these countries are recognized by the European Commission as providing an adequate level of protection according to EEA standards (the full list of these countries is available [here](#)). As for transfers to other countries, we have put in place adequate measures, such as standard contractual clauses adopted by the European Commission, to protect your information. You may obtain a copy of these measures by contacting us using the address in the “Contact Us” section below.

DATA RETENTION

We will retain personal information (including sensitive personal information) for the period necessary to fulfil the purposes outlined in this Notice unless a longer retention period is required or permitted by law. The criteria used to determine our retention periods are: (1) the duration of the application process; (2) as long as we have an ongoing relationship with you; (3) as required by a legal obligation to which we are subject; and (4) as advisable in light of our legal position (such as in regard of applicable statutes of limitations, litigation, or regulatory investigations).

We may remove personal information for inactive accounts from our records, subject to any applicable legal or regulatory obligations. Furthermore, Zoetis may delete personal information about you (including your CV/résumé) from our records at any time for any reason. Therefore, please retain your own copy of the personal information provided to us.

COOKIES

We and our service providers only use cookies on the Career Site that are strictly necessary for the site to function properly. All first-party cookies expire at the end of your session. They are:

- Session management cookies - User, device, and session ID cookies along with timestamp cookies for timing out sessions after inactivity.
- Routing cookies - To forward requests for a single session to the same server for consistency of service.
- Application Security Management (ASM) cookies - To help protect web applications and infrastructure from security attacks.

INDIVIDUAL RIGHTS

You may, where permitted by applicable law, request as to your personal information: (1) access to the information we collect; (2) its modification or suppression; (3) that we restrict its processing; (4) that we cease using it; and/or (5) that we transfer the information to you or another organization in a structured, commonly used and machine-readable format. Please email us at privacy@zoetis.com with any such requests and/or self-service is available via account settings within your career site account. We will respond to your request consistent with applicable law.

In your request, please make clear what personal information you would like to access or have changed, whether you would like to have personal information that you have provided to us suppressed from our database or otherwise let us know what limitations you would like to put on our use of your personal information.

For your protection, we may only implement requests with respect to the information associated with the particular email address that you use to send us your request, and we may need to verify your identity before implementing your request. We will try to comply with your request as soon as reasonably practicable. Please note that certain personal information may be exempt from such access, correction, or suppression rights pursuant to local data protection laws.

If you register on the Career Site, we encourage you to promptly update your profile to ensure that all personal information is complete and accurate. The updated profile will be used as the default the next time you apply for a job using your account online. To change personal information that you have already submitted for consideration for a specific position, please update your profile.

You may have the right under local data protection laws to lodge a complaint with a Data Protection Authority for your country or region or in the place of any alleged conduct. A list of EEA data protection authorities is available at https://edpb.europa.eu/about-edpb/board/members_en. Information regarding the UK data protection authority is available at <https://ico.org.uk/>.

LINKS TO THIRD PARTY WEBSITES

This Notice does not address, and we are not responsible for, the privacy practices of any third parties, including any third party operating any website or service to which our websites link. The inclusion of a link on our websites does not imply endorsement of the linked site or service by Zoetis.

LAW APPLICABLE TO JOB APPLICATION

This website allows you to apply for jobs world-wide, as a benefit of Zoetis's centralized global recruitment function. This website is operated from United States. Any hiring or other employment-related decisions will be made by the hiring affiliate in accordance with the laws of the country where the job will be located.

This website is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to local law or regulation.

MINORS

This website is not intended for minors under the age of 16.

SECURITY

We seek to use reasonable organizational, technical and administrative measures to protect personal information within our organization. Unfortunately, no data transmission or storage system can be guaranteed to be 100% secure. If you have reason to believe that your interaction with us is no longer secure, please immediately notify us of the problem by contacting us in accordance with the "Contact Us" section below.

Please do not send sensitive information to us via email. It is your sole responsibility to use the appropriate level of care whenever you communicate with us.

Zoetis hereby disclaims, as far as permitted by local laws, any liability for itself and its affiliates and contractors for any personal information we collect in connection with your application that is lost, misused, illegally accessed, disclosed, altered or destroyed or not timely delivered to our Career Site.

DIVERSITY

Zoetis is an equal opportunity employer, which means we offer equal treatment to all applicants. Zoetis does not discriminate, either directly or indirectly, on the grounds of race, color, sex, gender identity, sexual orientation, nationality, national origin, ethnic origin, religion, beliefs or creed, age, disability, marital status, veteran status or genetic information in any area of recruitment.

CURRENT PERSONNEL OF ZOETIS

If you currently work for one of Zoetis' business units, you must be eligible to apply for a different position within Zoetis. If you accept such a position, your benefits programs and Human Resources policies may change. Please consult with the HR manager for the new position concerning application eligibility, benefit programs, and HR policies applicable to that position.

CHANGES TO THE NOTICE

We reserve the right to amend this Notice at any time in order to address future developments of Zoetis, changes in industry or legal trends. The "Last Updated" legend at the top of this Notice indicates when this Notice was last revised. Any changes will become effective when we post the revised Notice on the Career

Site.

CONTACT US

Any privacy related matters should be directed to privacy@zoetis.com or using the contact details set out in our public-facing local Privacy Policy for your country.

CALIFORNIA ADDENDUM

This California Addendum applies to California residents and supplements the information provided above in the [Notice](#).

Collection and Disclosure of Personal Information

The following chart details which categories of personal information we collect and process, as well as which categories of personal information we disclose to third parties for our operational business and hiring and recruitment purposes, including within the 12 months preceding the date this Notice was last updated.

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
Identifiers , such as name, postal address, unique personal identifiers, IP address, email address, account name, online identifiers, and government-issued identifiers	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Personal information as defined in the California customer records law , such as name, contact information, signature, and financial, education and employment information	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Protected Class Information , such as characteristics of protected classifications under California or federal law, such as sex, age, gender, race, disability, citizenship, military/veteran status, gender identity and expression, primary language, and immigration status	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Commercial Information , such as travel expenses	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Audio/Video Data , Audio, electronic, visual and similar information, such as photographs and call and	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and

Categories of Personal Information	Disclosed to Which Categories of Third Parties for Operational Business Purposes
video recordings	other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Education Information , subject to the federal Family Educational Rights and Privacy Act such as student transcripts, grades, academic standing, and confirmation of graduation	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
Employment Information , Professional or employment-related information, such as work history and prior employer, information from reference checks, work experience, qualifications, training and skills, work authorization, CV, résumé, cover letter, professional and other work-related licenses, permits and certifications held, and publicly accessible information posted on your professional social media accounts	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement
<p>Sensitive Personal Information</p> <p>Personal information that reveals an individual’s Social Security, driver’s license, state identification card, or passport number; account log-in; racial or ethnic origin, religious or philosophical beliefs, citizenship, immigration status, or union membership;</p> <p>Personal information collected concerning an individual’s sex life or sexual orientation</p>	Our affiliates; service providers that provide services such as recruiting, talent acquisition, employment screening and background checks, consulting, IT, and other services; professional advisors, such as lawyers; public and governmental authorities, such as regulatory authorities and law enforcement

We may also disclose the above categories of personal information to a third party in the context of any reorganization, financing transaction, merger, sale, joint venture, partnership, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings).

We do not “sell” or “share” your personal information, including your sensitive personal information, as defined under the California Consumer Privacy Act of 2018, as amended by the California Privacy Rights Act (collectively, the “CCPA”). We have not engaged in such activities in the 12 months preceding the date this Notice was last updated. Without limiting the foregoing, we do not “sell” or “share” the personal information, including the sensitive personal information, of minors under 16 years of age.

Purposes for the Collection, Use, and Disclosure of Sensitive Personal Information

We collect, use, and disclose sensitive personal information for purposes of: performing services for our

business providing services as requested by you; ensuring the quality or safety of services we control or improving those services; ensuring the security and integrity of our infrastructure and the individuals we interact with; receiving and processing your job application; evaluating your suitability for the position(s) you are applying for; making you an offer (subject to our discretion); short-term transient use; securing the access to, and use of, our facilities, equipment, systems, networks, applications, and infrastructure; preventing, detecting, and investigating security incidents; resisting and responding to fraud or illegal activities; and other collection and processing that is not for the purpose of inferring characteristics about an individual. We do not use or disclose Sensitive Personal Information for additional purposes.

Purposes for the Collection, Use, and Disclosure of Personal Information

We collect, use, and disclose Personal Information for the purposes described above in our [“Use of Information”](#) section.

Retention

We retain Personal Information (including Sensitive Personal Information) in accordance with the [“Data Retention”](#) section above.

Individual Requests

You may, subject to applicable law, make the following requests:

1. You may request that we disclose to you the following information:
 - a. The categories of personal information we collected about you and the categories of sources from which we collected such personal information;
 - b. The business or commercial purpose for collecting personal information about you; and
 - c. The categories of personal information about you that we otherwise disclosed, and the categories of third parties to whom we disclosed such personal information.
2. You may request to correct inaccuracies in your personal information.
3. You may request to have your personal information deleted.
4. You may request to receive the specific pieces of your personal information, including a copy of the personal information you provided to us in a portable format.

We will not unlawfully retaliate against you for exercising your CCPA rights. To make a request, please contact us at zoetiscolleagueservices@zoetis.com or 855-984-7463 or complete the [California Consumer Request Form](#). We will verify and respond to your request consistent with applicable law, taking into account the type and sensitivity of the personal information subject to the request. We may need to request additional personal information from you, such as your personal email address and telephone number, in order to verify your identity and protect against fraudulent requests. If you make a request to delete, we may ask you to confirm your request before we delete your personal information.

Authorized Agents

If an agent would like to make a request on your behalf as permitted by applicable law, the agent may use the submission methods noted in the section entitled “Individual Requests.” As part of our verification process, we may request that the agent provide, as applicable, proof concerning their status as an authorized agent. In addition, we may require that you verify your identity as described in the section entitled “Individual Requests” or confirm that you provided the agent permission to submit the request.