

## **Website Notices and Policies**

### **Privacy Policy**

The following provisions apply to information the Company learns about or obtains from you when you visit the Site. These provisions may be changed from time to time and without notice at the Company, the Company's sole discretion and as provided by applicable law. You should check this Privacy Policy frequently for any such changes, but in any case your continued access or use of the Site shall constitute acceptance of any modifications of the Privacy Policy. The Company's use of information gathered or obtained now is subject to the Privacy Policy in effect at the time of such use.

### **What We Collect:**

#### **Information You Give Us**

The Company receives and stores any information you enter on the Site (for example, if you send in a job application or purchase one of our products) or provide in any other manner. This may include, but is not limited to, your personally identifiable information, such as your name, address, phone number, and e-mail address. You can choose not to provide information, but then you might not be able to send in a job application or make a purchase on-line. You are always welcome to make such transactions by mail at 8800 Page Avenue, St. Louis, MO 63114. The Company uses the information that you provide for such purposes as facilitating your purchase or processing your job application, responding to your requests for information, improving the products and services we offer, and communicating with you. Users may also navigate the website without supplying any personal information.

#### **Automated Information Collection**

The Company may receive and stores certain types of information whenever you visit the Site. In addition to information you provide, we may collect the name of the domain and host from which you access the Internet; the IP address of the computer you are using; and the browser and operating system you are using; the date and time you access the Site; and the Internet address of the Web site from which you linked to the Site. We may use "cookies" to automatically gather some of this information. A cookie is a small text file that the the Company system sends to your computer to collect information about your activities on the Site. The cookie transmits this information back to the Site each time your browser requests a page from the Site, and the information is stored to help facilitate your use of the Site the next time you visit. If you do not want to receive cookies from the Site, you can set your browser to not accept cookies.

#### **How We Use Information**

The Company may use the information you provide to: administer the site and diagnose problems with our server; verify your identity; provide you with information about the site and the Company and our products and services and in order to facilitate performance by the Company or you under the terms and any other agreement you may enter into with the Company; measure the number of visitors to the site and how the site is used, in order to make the site as useful as possible to our

visitors; and provide authorities or relevant individuals with information related to the Site as required by law.

### **Sharing Information**

The Company will not sell or rent your personally identifiable information to anyone. The Company may aggregate data about visitors to our website in a non-identifiable manner and use it for a variety of purposes. For example, we may aggregate data for product development and improvement activities. However, it is important to note that no personally identifiable information is available or used in this process. We may also share information collected or obtained from you with others, such as, but not limited to the Company's affiliates. If you do not want us to share information we have collected or obtained from you, please follow the instructions under Opt Out below.

### **Links**

The Site may contain links to other sites. These links are for the convenience of visitors to the Site only, and the Company makes no representations whatsoever regarding such other sites. You should review the privacy policies of other sites carefully before providing any information to such sites. The Company is not responsible for the privacy policies or procedures or the content of any other site.

### **Security**

The Site has security measures in place to protect against the loss, misuse or alteration of information under the Company's control.

### **Compliance with COPPA**

the Company complies with the Children's Online Privacy Protection Act (COPPA) and does not knowingly permit registration or submission of personally identifiable information by anyone under 13 years of age. This age requirement is posted each time we request personally identifiable information.

### **Subpoenas/Legal Process**

the Company does not disclose the identities of visitors or users of the Site unless legally required to do so. We will respond to any subpoena or other legal process received from a government agency without prior notice to you. Unless prohibited by law or by a valid court order, we will use reasonable efforts notify you of any subpoena received from any other party (i.e., for civil litigation) which requires us to disclose your identity.

### **Opt-Out**

If you do not want the Company to share information we collect or receive about you, or want Automated Information deleted from the Company's records, you may do so by:

Choosing to “opt-out” prior to submitting any information; or by mailing your opt-out request to the following address:

***Marketing Department  
8800 Page Avenue  
St. Louis, MO 63114***

**In the event you opt-out, the Company may retain one copy of your information as needed to comply with its legal obligations and/or to respond to a governmental or regulatory authority concerning you use of the site.**

### **Rights for California Residents**

As a California resident, you have the following rights under the California Consumer Privacy Act (CCPA):

- The right to request disclosure of the personal information we have collected about you over the past 12 months, including the specific pieces and categories of personal information, the sources of that information, and the purpose for collecting it.
- The right to request the deletion of the personal information we have collected from you, subject to certain legal exceptions.
- The right to opt-out of the sale of your personal information. We do not sell your personal information to third parties, but provide this opt-out right as legally required.

To make a request under CCPA, please contact us at the address provided in the Contacting Us section. We will respond to verifiable requests within 30 days as required by law.

### **Accessibility Statement**

We strive to meet AA accessibility standards set by the Web Content Accessibility Guidelines to make our website accessible for users with disabilities. We continue working to improve accessibility through testing and improvements guided by user feedback. If you experience any difficulty accessing content, have accessibility concerns, or would like to provide feedback, please contact us with details on the issue. We welcome your input to help us identify areas needing improvement.

### **Compliance with the UK GDPR**

As the operator of this website, we commit to protecting the personal information of EEA residents in line with the UK General Data Protection Regulation (GDPR). We only process your data as legally permitted, provide transparency around data processing, allow you to exercise your rights under data protection laws, implement appropriate technical and organizational measures to protect your data, and comply with the accountability and liability requirements under the UK GDPR. If you are located in the EEA, you also have the right to lodge a complaint with the Information Commissioner's Office if you believe we have violated data protection laws.

## **California Transparency in Supply Chains Act**

As a retailer and manufacturer doing business in California with worldwide gross receipts over \$100 million, we comply with the transparency requirements of the California Transparency in Supply Chains Act. We seek to ensure our product supply chains are free from slavery, human trafficking, and other labor abuses prohibited under state law. We conduct supplier audits and assessments focused on human trafficking and slavery prohibition compliance. Suppliers found in violation face corrective action up to and including termination of our business relationship.

## **Conditions of Use**

Your access and use of the Site is subject to these Policies, the Company's disclaimer, and other Web Site conditions including, but not limited to limitations on damages, and the applicability of the law of the State of Missouri.

## **Contacting the Site**

If you have questions about this Privacy Policy, the Web Site Terms, or any other questions concerning the Site, please contact:

***Legal Department  
8800 Page Avenue  
St. Louis, MO 63114***