

Sight Sciences, Inc. Privacy Notice for U.S Job Applicants

This Privacy Notice describes how Sight Sciences, including its affiliates and subsidiaries (collectively, “Sight Sciences,” “Company,” “we,” “our,” or “us”) collects, uses, discloses, and processes your personal information, including sensitive personal information, for human resources, employment, benefits administration, health and safety, and business-related purposes as described in the chart below.

This Privacy Notice is not a contract and does not create any legal rights or obligations. This Privacy Notice also is not intended to replace other notices or disclosures we may provide to you in connection with your application for a job or eventual role in our organization, which will supersede any conflicting disclosures contained in this Privacy Notice. **To view our full privacy notice, visit <https://ssi.onl/PrivacyPolicy>**

We are committed to properly handling the personal information collected, used, or processed in connection with your application for employment with us. We will not sell personal information or any sensitive personal information we collect about our applicants for employment or share it with third parties for cross-context behavioral advertising.

We may collect the personal information and sensitive personal information categories listed in the table below. The table also lists, for each category, the business purpose.

Personal Information Category	Business Purpose
Identifiers , such as your full name, contact information, gender, date of birth, signature, Social Security number, driver's license or state identification numbers, and similar information for your dependents and beneficiaries.	<ul style="list-style-type: none">• Recruit and process employment applications, including verifying eligibility for employment and conducting background and related checks• Conduct employee onboarding• Respond to law enforcement requests and as required by applicable law or court order• Exercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, or agents
California Customer Records employment and personal information , such as your name, signature, Social Security number, physical characteristics or description, photograph, address, telephone number, passport number, driver's license or state identification card number, insurance policy number,	<ul style="list-style-type: none">• Same purposes as for identifiers category above

<p>education, current employment, employment history, membership in professional organizations, licenses and certifications, bank account number, credit card number, debit card number, or any other financial, medical or health insurance information.</p>	
<p>Protected classification characteristics under California or federal law, such as age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, reproductive health decision-making, military and veteran status, or genetic information (including familial genetic information).</p>	<ul style="list-style-type: none"> • Comply with federal and state equal employment opportunity laws • Design, implement, and promote the Company's diversity and inclusion programs • Perform analytics, data analytics, and benchmarking • Exercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents
<p>Geolocation data, such as the time and physical location related to use of an internet website, application, or device.</p>	<ul style="list-style-type: none"> • To analyze the use of our Sites and Services to understand in our legitimate business interests (or with your consent where we use certain cookies), how we can improve our Sites and Services.
<p>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</p>	<ul style="list-style-type: none"> • Recruit and process employment applications, including verifying eligibility for employment, background checks, and onboarding • Comply with applicable state and federal labor, employment, tax, benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws. • Exercise or defend the legal rights of the Company and its employees, affiliates, customers, contractors, and agents

<p>Non-public education information, such as education records, degrees and vocational certifications obtained, report cards, and transcripts.</p>	<ul style="list-style-type: none"> • Evaluate an individual's appropriateness for hire, or promotion or transfer to a new position at the Company.
<p>Inferences drawn from other personal information to create a profile or summary, for example, an individual's preferences, abilities, aptitudes, and characteristics.</p>	<ul style="list-style-type: none"> • Conduct applicant reference checks to assist in hiring decisions

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].

<p>Sensitive Personal Information Category</p>	<p>Business Purpose</p>
<p>Government identifiers, such as your Social Security number, driver's license, state identification card, and passport and visa information, and immigration status and documentation.</p>	<ul style="list-style-type: none"> • Recruit and process employment applications, including verify eligibility for employment and conducting background and related checks • Comply with applicable state and federal labor, employment, tax benefits, workers' compensation, disability, equal employment opportunity, workplace safety, and related laws • Respond to law enforcement requests and as required by applicable law or court order
<p>Racial or ethnic origin.</p>	<ul style="list-style-type: none"> • Comply with federal and state equal employment opportunity laws • Perform analytics, data analytics, and benchmarking
<p>Citizenship or immigration information.</p>	<ul style="list-style-type: none"> • Comply with federal and state equal employment opportunity laws • Verify employment eligibility (Form I-9)
<p>Health information, including job restrictions and workplace illness and injury information.</p>	<ul style="list-style-type: none"> • Conduct and process employment testing

Data Retention:

Unless indicated otherwise in this Privacy Notice, the criteria we generally use to decide how long we retain personal information include: (i) whether we need your personal information to perform a contract to which you are subject, to respond to your questions or provide to you with the required service or support, (ii) whether there is a legal obligation to which we are subject, or (iii) whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation, or regulatory investigations). We delete personal information when it is no longer necessary to retain it for the purposes described in this Privacy Notice, or when required to do so by applicable law.

Please note that if you accept an offer from us, we may transfer the personal information we collected about you during the recruiting and job application process to your personnel file.

If you have any questions about this Privacy Notice or need to access this Privacy Notice in an alternative format due to having a disability, please contact the Privacy Office at Privacy.Office@sightsciences.com.

Last Reviewed: 04/01/2024