

Planet Data Privacy Notice for California Staff Members and Applicants

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For additional information contact: mydata@planet.com

I. INTRODUCTION

Planet Labs Inc. and its subsidiaries (collectively referred to as “Planet”) are committed to handling Personal Information responsibly and in compliance with company standards and applicable privacy laws. This notice explains how Planet collects, uses and handles personal information that it gathers in the employment context.

II. SCOPE

This Notice applies to current, former, and prospective employees, volunteers, interns, directors, officers, retirees, temporary and casual workers, consultants, agents, independent contractors, and beneficiaries of such persons (collectively, “**Personnel**”) who live in California.

III. PERSONAL INFORMATION COLLECTED

“**Personal Information**” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. It does not include public information or information that cannot be attributed to an individual because, for example, it has been aggregated with other information or de-identified.

Planet collects the following information:

- **Identifying information**, such as a name, alias, postal address, unique personal identifier, Internet Protocol (IP) address, email address, account name, social security number, driver’s license number, passport number, employee number, security and system access information (e.g. login and password information, keycard number and usage), tax ID number, or other similar identifiers;
- **Financial, medical, or health insurance information**, such as banking details, tax information, equity grants, withholdings, salary, benefits, and expenses;
- **Demographics**, such as gender or gender identity, marital status, race, national origin, military service, and disability status;
- **Internet or other electronic network activity information**, such as browsing history, search history, data retrieval records, and information regarding your interaction with our website or intranet site;
- **Professional or employment-related information**, such as work location, job/position title, assignments, business group and country code information, supervisor and reporting information, employment contract information, compensation data, promotion information, benefits information, expenses information (e.g., receipts, travel details), information regarding previous work experience, professional skills, professional memberships, community involvement, qualifications and work history, training details, criminal history and assessment and performance-related information;
- **Internet or other electronic network activity information**, such as facts in connection with an internal investigation, professional information pertaining to Planet captured through legitimate review of technology resource systems, internet searches, and/or information contained on relevant employees’ work station, phone, laptop or other company issued

devices, including technical information, and information captured on security systems, which may include Closed Circuit Television (“CCTV”) and key card entry systems; and

- **Audio recordings, visual, electronic or other similar information**, such as content or recordings taken (including photos, audio, or video) relating to the employment.

IV. HOW PLANET USES PERSONAL INFORMATION

Planet uses the Personal Information collected for a variety of purposes related to the management of Planet’s business, such as for standard business operations (such as providing IT services), to carry out human resources functions (such as hiring or providing benefits), to contact employees in the case of an emergency, and to comply with legal requirements.

- **Recruitment purposes**, such as to determine 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 checks or background checks and checking visa status and/or eligibility to work (where applicable) and to generally manage the hiring process and communicate with you about it;
- **Employment or work related purposes**, such as general business administration, workflow management (such as assigning, managing, and administering projects), performance management, career development, benefits and personnel administration, maintaining a global directory, and protecting personal information and technology resource systems and premises;
- **Our own business purposes**, such as for general HR resourcing; accounting purposes; financial planning; protecting Personal Information and technology systems; preventing or detecting crime, fraud, abuse or theft; protecting the safety of Planet employees and visitors; or internal investigations.
- **Compliance and Legal Purposes**, such as to comply with law enforcement, government authority requests, or our licenses, address litigation related issues, or exercise a right or obligation conferred or imposed by law.

V. REVISIONS TO THIS PRIVACY NOTICE

This notice may be updated periodically to reflect changes in our privacy practices. When we change this policy, we will inform you by updating the Wiki and any other method required by law.