

## BNY MELLON PRIVACY NOTICE FOR CALIFORNIA EMPLOYEES

**Effective Date:** January 1, 2021

**Last Updated:** December 16, 2020

The BNY Mellon affiliate responsible for your personal information will be your employing entity or the BNY Mellon affiliate identified in your employment contract or contract for services (“**BNY Mellon**”, “**we**”, and “**us**”).

This **California Personal Information Privacy Notice (“Notice”)** supplements the information contained in any other BNY Mellon policy or notice and applies solely to employees who reside in the State of California (“**you**”). This Notice identifies the types of personal information we collect in connection with your employment. We adopt this notice to comply with the California Consumer Privacy Act of 2018 (“**CCPA**”), as amended, and any terms defined in the CCPA have the same meaning when used in this notice.

We may amend this Notice from time to time to keep it up to date with legal requirements and the way in which we operate our business. If we make changes to this Notice, we will seek to inform you by notice on the BNY Mellon intranet or email

### INFORMATION WE COLLECT

Category	Examples
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver’s license number, passport number, signature or other similar identifiers.
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver’s license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.
C. Protected classification characteristics under California or federal law.	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, veteran or military status, genetic information (including familial genetic information).
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.
F. Internet or other similar network	Browsing history, search history, information on a consumer’s interaction with a website, application, or advertisement.

activity.	
G. Geolocation data.	Physical location or movements.
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.
I. Professional or employment-related information.	Current or past job history or performance evaluations.
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
L. Household Information	Information pertaining to household age, estimated income identifier, number of persons in household, number of cars owned, household college education, dwelling type, among other information capable of being linked to a household.

## USE OF PERSONAL INFORMATION

BNY Mellon collects and maintains employee personal information to manage the employee relationship. Typically, it will be necessary for us to process your personal information in connection with your employment with BNY Mellon or to further our legitimate interests related to BNY Mellon's business operations. The main purposes for which we may use employee personal information include but are not limited to:

- Workforce planning, recruitment, staffing, and budgeting;
- Workforce administration, payroll, compensation and benefits programs, travel and expense processing, internal health and safety programs;
- Performance and career management, learning and development;
- Complaint and issue management, including grievances and disciplinary procedures;
- Business management and operations activities, including administration of information systems required as part of employment, auditing, internal reporting;
- Compliance with legal, regulatory, audit, or fiscal obligations such as anti-bribery, corruption, tax, and social security requirements, employees' right to work, litigation and other legal proceedings;
- Equality and diversity information to ensure equal opportunities within BNY Mellon's workforce

- Protection of BNY Mellon's workforce and the general public against injury, theft, legal liability, fraud, abuse, or threat to the security of our networks, communications, systems, facilities and infrastructure;
- Ensuring the health and safety of BNY Mellon's workforce by utilizing health and safety audits, health and safety screening requests, risks assessments, and incident reports.
- Monitoring access and use of BNY Mellon systems, networks and equipment, including building access records, closed circuit television footage, download and print records, call records, information sent or received using BNY Mellon's email or equipment, information captured by IT security programs and filters.
- Other customary purposes related to the execution of an employment contract.

## **CONTACT INFORMATION**

If you have any questions or comments about this notice, the ways in which BNY Mellon collects and uses your personal information, please do not hesitate to contact us at:

**Email:** [trmglobalprivacy@bnymellon.com](mailto:trmglobalprivacy@bnymellon.com)