

PRIVACY STATEMENT

This Privacy Statement ("Statement") applies to the Partner Perspectives panel website located at sbuxpartnerperspectives.com or fr.sbuxpartnerperspectives.com-. This Privacy Statement does not cover your use of Starbucks products or services as a consumer, outside of your regular employment or assignment with Starbucks. To read the privacy statement that applies to customers and visitors to our websites or mobile applications, please see [Customer Privacy Statement](#)

INFORMATION WE COLLECT

As you participate in the Partner Perspectives panel ("panel"), we collect certain information about you. The information we collect falls into three different categories: (1) information you give us; (2) information we collect from you automatically when you participate in the panel; and (3) information we collect from other sources.

INFORMATION YOU GIVE US

We collect information you give us when you use our services. Some examples of using our "services" are when you participate in a survey or send us an email. Subject to local requirements, the categories of personal information that we may collect, store, and use about our Partners for surveys may include:

- (a) **Personal identification information**, such as your name, home address, date and place of birth, usernames, job/position title, Partner number and status, personal email address, and home or wireless phone number;
- (b) **Demographic information**, such as race or ethnicity, nationality, languages spoken, marital status, religion/religious beliefs, veterans status, sexual orientation, disability, age, languages, number of dependents, and gender, some of which constitute "Special Categories of Personal Information," as described below, depending on where you reside;
- (c) **Academic and professional qualifications**, such as your educational status, certificates and licenses, vocational records and in-house training attendance, including as part of resumes/CVs and applications that you fill out in relation to the job application process;
- (d) **Recruitment and performance-related data**, such as objectives, ratings, comments, feedback results, career history, work equipment, career and succession planning, skills and competencies and other work-related qualifications; and
- (e) **Employment eligibility information**, including immigration, right-to-work, alien registration status, refugee status, work permits, and residence status.

Sensitive Personal Information

Starbucks acknowledges that certain types of personal information are more sensitive than others. Data protection laws around the world may use varying terminology in naming these categories of sensitive data (such as "Special Categories of Personal Data"), and also set varied compliance requirements for companies to follow in their processing of this data.

Regardless of the terminology and requirements set by national or local laws, Starbucks strives to ensure that it meets the relevant compliance elements in its processing of these more sensitive categories of personal information.

Starbucks has also, for purposes of some jurisdictions' laws, internally categorized certain categories of higher sensitivity data as "Sensitive Personal Information" or "SPI." Starbucks defines SPI to be any information relating to an identifiable person that includes or implies race, ethnicity, political views, religion, health, sexual orientation, genetic or biometric data, and information about criminal convictions and offenses.

Company-Related SPI Only. To limit Starbucks's potential access to your SPI in the course of running our business operations, the only permitted use of SPI is company-related. This means that

Starbucks will process and use your SPI in only two specific ways: (1) as required for business and employment purposes (e.g., providing you with health benefits, recording work disabilities or injuries, etc.) and (2) based on your consent if you use company-sponsored services or platforms that might gather SPI (e.g., a survey).

With this in mind, Starbucks will only process Sensitive Personal Information to provide you with a company benefit, fulfil an obligation under employment law, and/or to protect your data from cybersecurity threats. If you have questions about what SPI is, and/or how Starbucks handles such data, please contact privacy@starbucks.com.

INFORMATION WE COLLECT WHEN YOU PARTICIPATE IN THE PANEL

When you participate in the panel, we may collect information about how you participate and interact. This information includes:

Device and Website Use Information – When you use a computer, tablet, smart phone or other device to access our websites, we may collect information about the device and how you use it.

Location Information – When you use a smart phone or other mobile device to access our panel or use a computer to access our website, we may collect information about your physical location.

We may combine this information with other location-based information, such as your IP address and postal code. If you want to opt out of the collection of this location information, please see the section below titled, "Your Choices."

INFORMATION WE COLLECT FROM OTHER SOURCES

We may collect information about you from other companies and organizations, such as your work location, store number, and employment status. By gathering additional information about you, we can correct inaccurate information and deliver surveys that are relevant to you.

HOW WE USE THE INFORMATION WE COLLECT

We may use the information we collect about you in a variety of ways, including:

- to perform aggregated analytics to improve the partner experience;
- to respond to your inquiries and requests for information;
- to maintain and improve our sites;
- to detect, prevent, or investigate security breaches or fraud;
- to improve decision making and actioning for our partners; and
- to maintain appropriate records for internal administrative purposes.

HOW WE SHARE THE INFORMATION WE COLLECT

We may share your information in the following circumstances:

When We Work Together – We may share the collected information between and among various Starbucks entities and their respective subsidiaries and affiliated companies for proper management, analysis and decision making, and for use by those companies for the other purposes described in this Statement.

When We Work with Service Providers – We may share your information with service providers that provide us with support services such as website hosting, email delivery, and analytics. We require the companies to refrain from collecting, using and disclosing your information except when they are performing work for us or when the disclosure of your information is required by law.

When We Work on Business Transactions – If we become involved with a merger or another situation involving the transfer of some or all of our business assets, we may share your information with business entities or people involved in the negotiation or transfer.

When Sharing Helps Us Protect Lawful Interests – We may disclose your information if we believe that the disclosure is required by law, if we believe that the disclosure is necessary to enforce our agreements or policies, or if we believe that the disclosure will help us protect the rights, property, or safety of Starbucks

or our customers or partners.

When the Information Does Not Identify You – We may share your information in a way that does not directly identify you. For example, we may combine information about you with information about other people and share the combined information in a way that does not link your information to you.

HOW WE MAY ALLOW OTHERS TO COLLECT YOUR INFORMATION

When you use our websites or participate in the panel, we may allow third parties to collect information about you by setting their own cookies, web beacons and other similar technologies on our websites. Read more about cookies, web beacons and similar technologies. The information collected by third parties may include the type of device, your operating system, your browser, your internet service provider, your domain name, your internet protocol (IP) address, the date and time that you accessed our service, the website that referred you to our website, the web pages you requested, the date and time of those requests, and the subject of the ads you click or scroll over.

We allow third parties to collect this information on our websites for the following purposes:

To Collect Information on How Our Websites and Panel is Used – We allow certain service providers to use the information collected on the panel to help us learn about our audience and how people use our websites. The companies that use this information for this purpose do not match the information to individual users. In other words, statistical information collected by third parties regarding website usage or performance is not matched or linked to you.

COOKIES AND SIMILAR TECHNOLOGIES

We and others may use a variety of technologies to collect information about your device and use of our panel. These technologies include session cookies:

COOKIES

Cookies are small data files that are sent from a website's server and are stored on your device's hard drive either for only the duration of your visit ("session cookies") or for a fixed period of time ("persistent cookies"). Cookies contain information that can later be read by a web server. Most web browsers automatically accept cookies, but you can change your browser settings to give you the choice to accept a cookie or reject cookies altogether. For more information about changing your browser settings, please see the section of this Statement titled, "Your Choices." We mainly use cookies for the following purposes:

Website Functionality – Some cookies (considered "strictly necessary") are required to allow you to access and use our websites. Without these cookies, our websites do not work properly.

Performance Monitoring – Some cookies (considered "performance" cookies) help us analyze and estimate traffic on our website. They show us how visitors interact with our website, whether there are any errors, which pages are not used often, which pages take a long time to load, which pages users tend to visit and in what order. These cookies do not collect any information that could identify you and are only used to help us improve how our website works and understand user interests.

User Convenience – Some cookies (considered "functionality" cookies) remember information to save you the trouble of entering information every time you visit or use a particular website. For example, a cookie may remember your username to save you time when you log in to your account.

YOUR CHOICES

COMMUNICATION CHOICES

You can opt out of participating in the Partner Perspectives panel, which will result in the suspension of your participation in the panel and our communications with you about the Partner Perspectives panel, by contacting us as described in the "Contact Us" section below.

INFORMATION COLLECTION CHOICES

You can also make choices about the information we collect about you:

Location Information – When you use a smart phone or other mobile device to access our websites, we may collect information about your physical location only if (a) "location services" for the mobile application

is enabled; or (b) the permissions in the mobile device allow communication of this information. If you do not want us to collect your location information, you can opt out of sharing this information by changing the relevant preferences and permissions in your mobile device.

Cookies – If you want to reject cookies, you must take action to select the appropriate settings in your browser. Each browser's cookie control is a little different, but the most common browsers (Internet Explorer, Chrome, Firefox, and Safari) have a preference or option you can select so the browser notifies you if a site wants to set a cookie and typically provides an option to accept or reject the cookie before the cookie is set. If you choose to remove or reject cookies, it will affect many features on our websites. If you want to learn the correct way to modify your cookie settings, please use the Help menu in your browser. For additional information about cookies, including how to refuse cookies, please visit: www.allaboutcookies.org.

"Do Not Track" Technology – Some newer web browsers have a "Do Not Track" preference that transmits a "Do Not Track" header to the websites you visit with information indicating that you do not want your activity to be tracked. We currently do not respond to browser "Do Not Track" signals.

ACCESSING YOUR INFORMATION

Depending on where you live, you may have the right, under certain circumstances, to request access to information we hold about you. In such event, any such request must be in writing and provided to us at the email address described in the "Contact Us" section below.

CHANGING YOUR INFORMATION OR DELETING YOUR ACCOUNT

If you want to access or cancel your account on the Partner Perspectives panel, please contact us as described in the "Contact Us" section, below. We will make every effort to promptly respond to your request. We will retain your information for as long as your account is active or as needed to provide you services. If you ask us to delete your account, we generally retain and use your account information only as long as necessary to fulfill a business or law enforcement need.

HOW WE PROTECT YOUR INFORMATION

We protect your information using technical, physical, and administrative security measures to reduce the risk of loss, misuse, unauthorized access, disclosure or modification of your information and require third parties to use similar technical, physical, and administrative security measures to reduce the risk of loss, misuse, unauthorized access, disclosure or modification of your information. While we have employed security technologies and procedures to assist safeguarding your personal information, no system or network can be guaranteed to be 100% secure.

STORING AND PROCESSING YOUR INFORMATION

The information you provide us is stored and processed by Starbucks and our third party vendors in Canada and the United States. Regardless of the company or person who processes your information and where it is processed, we will take steps to protect your information in accordance with applicable data protection laws and this Statement.

Retention and Disposal of Your Information

Data Retention Purpose and Location. Starbucks stores personal information as needed to accomplish the purposes identified in this Privacy Statement and to meet legal requirements, including record retention, resolving disputes, and enforcing our agreements.

The personal information that you provide us is stored and processed on servers owned by Starbucks and other companies in the United States, Canada or elsewhere around the world, including locations outside of the country or jurisdiction where you are located. Regardless of the entity or person who processes your information and where it is processed, we will take steps to transfer and protect your information through appropriate safeguards in accordance with applicable data protection laws and this Privacy Statement.

Retention Period. When personal information is no longer needed or, in any event, after legal authority to retain it has expired, personal information will be destroyed, in accordance with local law

and pursuant to procedures established in relation to the relevant Starbucks system or process.

Transferring Your Information Outside of Your Home Country

Starbucks is a global business and has Partners in many countries. We and our service providers may collect, use, process, store or disclose your personal information outside your home country or jurisdiction, including in the United States and elsewhere that may have different data protection laws than the laws where you reside or work. Please note that Starbucks only transfers Partner Personal Information to another country (including to affiliates and subsidiaries within the Starbucks corporate group) in accordance with applicable laws and this Privacy Statement, and where there are adequate safeguards in place.

USE BY MINORS

We do not intend for our websites or online panel to be used by anyone under the age of 13. If you are a parent or guardian and believe we may have collected information about a child, please contact us as described in the “Contact Us” section, below.

CHANGES TO THIS PRIVACY STATEMENT

This Statement went into effect on the date noted at the bottom of this webpage. We may update this Statement from time to time. If we make material changes, we will post the updated Statement on this page and change the date at the bottom of this webpage. We encourage you to look for updates and changes to this Statement by checking this date at the bottom of this webpage. We will notify you of any modifications to this Statement that might materially affect the way we use or disclose your personal information prior to the change becoming effective by means of a message on this website.

CONTACT US

If you decide you no longer want to participate in the Panel, you may opt-out and have your responses removed by sending an email to support@sbuxpartnerperspectives.com.

For questions regarding the Panel, including technical support, you may also contact support@sbuxpartnerperspectives.com.

For all other partner or Starbucks related questions, including general workplace concerns/inquiries, please contact the Partner Contact Center at 888-SBUX411 (888-728-9411).

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All information in this document is company confidential and is for internal use only. This information cannot be forwarded or distributed outside of the company or beyond its intended scope of distribution.

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