

California Applicant Privacy Notice

Genesco Inc. and its affiliates (collectively “**Genesco**”) provides this California Applicant Privacy Notice (“**Notice**”) to explain our practices regarding the Personal Information we collect about individuals our job application process, including our careers website (careers.genesco.com) (“**Applicants**”). This Notice explains what Personal Information we collect about California Applicants, why we collect it, how we use and share it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act, as modified by the California Privacy Rights Act of 2020 (the “**CCPA**”).

As used in this Notice, the term “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 you. Personal Information does not include information that is publicly available, de-identified, or aggregated.

Unless otherwise noted, the disclosures that describe how and why we collect, use, and disclose your Personal Information also describe how and why we collected, used, and disclosed your Personal Information within the past twelve (12) months.

I. How and Why We Collect and Use Your Personal Information

We collect Personal Information about Applicants as described in the chart below.

Category of Personal Information	Sources of Personal Information	Purposes for Collection and Use
Identifiers , including real name, alias, postal address, unique personal identifier, online identifier, IP address, email address, account name, or other similar identifiers	<ul style="list-style-type: none"> • Directly from you • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
Personal Information described in Cal. Civ. Code § 1798.80(e) , including your name, signature, social security number, address, telephone number, passport number, driver’s license or state identification card number, education, employment, and employment history	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To communicate with you regarding your application • To comply with applicable laws and regulations • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us

Category of Personal Information	Sources of Personal Information	Purposes for Collection and Use
<p>Characteristics of protected classifications under California or federal law, including age and date of birth, marital status, race, ancestry, ethnic origin, sex, gender, sexual orientation, gender identity, religion or creed, military or veteran status, medical condition, genetic information, or disability</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To comply with applicable laws and regulations
<p>Internet or other electronic network activity information, including browsing history, search history, and information regarding your interactions with our websites, applications, or advertisements</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To facilitate your use of our website • To provide you with tailored recommendations, and updates • To show you relevant ads while you are browsing the internet or using social media • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Geolocation data, including location data inferred from your device IP address</p>	<ul style="list-style-type: none"> • Automatically when you use our website • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To provide you with tailored recommendations, and updates • To show you relevant ads while you are browsing the internet or using social media • To improve our website, set default options, and provide you with a better application experience • To protect the security of our website • To detect and prevent fraud against you and/or us
<p>Audio, electronic, visual, thermal, olfactory, or similar information, including closed-circuit images, photographs and video of you, and audio recordings as may relate to your application</p>	<ul style="list-style-type: none"> • Directly from you • Automatically while you are on Genesco property 	<ul style="list-style-type: none"> • To manage the security of our premises and systems
<p>Professional or employment-related information, including:</p> <ul style="list-style-type: none"> • Recruitment information • Information included in a resume, application form, or cover letter 	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations

Category of Personal Information	Sources of Personal Information	Purposes for Collection and Use
<ul style="list-style-type: none"> • Answers to behavioral or other screening questions in an application or interview • Background information commonly used for recruiting and security screenings • Information contained in any materials you choose to share with us • Information relating to professional licenses, training, disciplinary actions, and membership in professional organizations 		<ul style="list-style-type: none"> • To detect and prevent fraud against you and/or us
<p>Non-public education information, including school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education</p>	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • To open and maintain your application records • To assess your eligibility for employment • To comply with applicable laws and regulations
<p>Inferences used to create a profile reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes</p>	<ul style="list-style-type: none"> • Drawn from the other categories of Personal Information we collect 	<ul style="list-style-type: none"> • To assess your eligibility for employment • To manage the security of our premises and systems • To detect and prevent fraud against you and/or us
<p>Additional Information that does not directly fall within the categories listed in the CCPA:</p> <ul style="list-style-type: none"> • Citizenship, immigration, visa status, and work authorization information 	<ul style="list-style-type: none"> • Directly from you • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • Communicate with you • Onboard and enroll you as an employee • Provide compensation and benefits • Comply with applicable laws and regulations • Manage the security of our premises and systems • Detect and prevent fraud against you and/or us
<p>Sensitive Personal Information, including:</p> <ul style="list-style-type: none"> • Account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account • Precise geolocation • Personal Information that reveals a consumer’s racial or ethnic origin 	<ul style="list-style-type: none"> • Directly from you • Automatically when you use our electronic systems • From benefits providers • From service providers that help us to run our business • From third parties 	<ul style="list-style-type: none"> • Onboard and enroll you as an Employee • Provide compensation and benefits • Manage the security of our premises and systems • Manage corporate information technology • Manage job duties, evaluate performance, and operate our business • Comply with applicable laws and regulations

We do not use or disclose Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

II. How Long We Retain Your Personal Information

We retain the categories of Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. This generally means holding your Personal Information for as long as one of the following apply:

- Your Personal Information is reasonably necessary for us to manage our operations, manage your relationship with us, or satisfy another purpose for which-we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is compatible with the context in which the Personal Information was collected;
- Your Personal Information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required or permitted to keep your Personal Information by applicable laws or regulations.

Where information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

III. Disclosures of California Applicant Personal Information

We do not sell or share for cross-context behavioral advertising the Personal Information of California Applicants that we collect in relation to applications for employment at Genesco. We do not have actual knowledge that we sell or share the Personal Information of Applicants under 16 years of age.

During the last twelve (12) months, we have disclosed the above categories of Personal Information to service providers that help us run our business and governmental authorities for the following purposes:

- Ensuring security and integrity of Personal Information
- Debugging to identify and repair errors that impair existing intended functionality
- Performing services on our behalf, including processing, maintaining, or collecting Personal Information
- Short-term, transient use
- Providing advertising and marketing services
- Undertaking internal research for technological development and demonstration
- Undertaking activities to verify or maintain the quality or safety of a service or device that is owned, manufactured, manufactured for, or controlled by us
- Detecting or protecting against malicious, deceptive, fraudulent or illegal activity

- For internal use by the service provider

IV. Your California Privacy Rights

As a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, please submit a request through our webform [[here](#)] or call us at 1-800-513-0936. Please note that, if you submit a request to know, request to delete or request to correct, we may need to verify your identity.

You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using the webform or toll-free number listed above.

Right to Know. You have the right to know what Personal Information we have collected about you:

(1)The categories of Personal Information we have collected about you, including:

- a. The categories of sources from which the Personal Information was collected;
- b. Our business or commercial purposes for collecting or disclosing Personal Information;
- c. The categories of recipients to which we disclose Personal Information; and
- d. The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information.

(2)The specific pieces of Personal Information we have collected about you.

Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.

Right to Correct Inaccurate Information. If you believe the Personal Information we maintain about you is inaccurate, you have the right to request that we correct that information.

Right to Opt Out of Sales and Sharing of Personal Information. California consumers have the right to opt out of the sale of Personal Information, and to request that businesses do not share Personal Information for cross-context behavioral advertising. Because Genesco does not sell or share for cross-context behavioral advertising the Personal Information of Applicants, and therefore, we do not offer a method to exercise this right.

Right to Limit Use and Disclosure of Sensitive Personal Information. California consumers may direct businesses to limit the use and disclosure of

Sensitive Personal Information to uses/disclosures that are reasonably necessary to provide goods and services, or as needed to perform certain other services. Genesco does not use or disclose the Personal Information of Applicants for purposes to which this right applies, and therefore, we do not offer a method to exercise this right.

Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us, including retaliation against you as an Applicant.

V. How to Contact Us

If you have any questions about how Genesco handles your Personal Information or if you need to access this notice in an alternative format or language, please contact our Human Resources Department at:

Phone: 615-367-8232

Email: lkeys@genesco.com

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