

## Privacy Policy

Effective Date: July 1, 2023

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Welcome to the Tupperware Brands Corporation website (the "Website"). By accessing or using this Website, you acknowledge that you have read, understood, and agree to be bound by this Privacy Policy. If you do not agree to the provisions of this Privacy Policy, please do not use the Website. Tupperware Brands Corporation, a corporation with principal offices at 14901 South Orange Blossom Trail, Orlando, Florida, USA 32837 ("Tupperware," "we," "us" and "our"), respects your privacy and is committed to protecting it through compliance with this Privacy Policy. Tupperware is the controller of the information with which you may provide us or which we may record about you on this Website. This Privacy Policy describes how Tupperware may collect, use and share the information you provide us and the information we may collect in association with your use of the Website. This Privacy Policy does not apply to information collected by any other website operated by Tupperware unless specifically stated otherwise or linked therein or any website operated by a third party or our affiliates, subsidiaries, and other divisions of Tupperware ("Affiliates").

Please read this Privacy Policy carefully to understand our policies and practices regarding your information and how we treat it. If you do not agree with our policies and practices, you may choose not to use the Website. Your use of this Website is also governed by our [Terms of Use](#).

If you are visiting this website from the EU/EEA, please see our "[Additional Information for EU/EEA Users](#)".

If you are a California, Colorado, Connecticut, Utah, or Virginia resident, please see our "[Additional Information for US Data Protection Laws](#)".

If you are visiting this website from Brazil, please see our "[Additional Information for Brazilian Users](#)".

If you are visiting this website from China, please see our "[Additional Information for Chinese Users](#)".

If you are visiting this website from Mexico, please see our "[Additional Information for Mexican Users](#)".

Those with disabilities may also access this Privacy Policy in an alternative text-based format, such as HTML, RTF, or PDF by clicking [here](#).

### 1. **Personal Information Collection**

As used in this Privacy Policy, "personal information" is information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. We may collect the following categories of personal information from and about you as further detailed through this Privacy Policy:

- Identifiers, such your name, email address, phone number, and postal address;
- Demographic information, such as your gender or age;
- Internet or other electronic network activity, such as your IP address or browsing history;

- Geolocation information that you provide or that we collect via your device, subject to your settings;
- Inferences regarding preferences or other characteristics;
- Audio, electronic, visual, thermal, olfactory, or similar information, such as photographs or voice recordings if you have signed a Content Release or similar release with us;
- Professional information, such as your employer or job title, to the extent you provide this to us; and
- Education information, such as may be included in any job application you submit to us.

We may collect personal information about you from a variety of sources, including:

- **From You:** We collect information that you submit to us. For example, when you use the Website, register to receive information available through the Website or interact with us in other ways, we will collect any information you voluntarily provide, and we may also request optional information to support your use of the Website. If you send an e-mail to us, we will collect your e-mail address and the full content of your e-mail, including attached files and other information you choose to provide to us.
- **From Your Devices:** When you use the Website, we may automatically collect information about the devices you use to access the Website, including hardware model, operating system and version, Internet Protocol (“IP”) address and other unique device identifiers, Website network information, and information about the device’s interaction with our Services. We may also collect information about how you use the Website, including your access times, browser types, and language. This type of data enables us to understand how often individuals use parts of the Websites so we can analyze and improve them. To collect this information, we use cookies and web beacons, and other similar technologies. To learn more about how we automatically receive and record information when you interact with the Website, please see the section “Cookies, Tracking, & Third-Party Advertising” below. Note that this Privacy Policy covers only how we use information collected via cookies; it does not cover the use of such information by third parties.
- **Location Information:** We may collect different types of information about your location, including general information, such as the city, state, and/or zip code associated with your IP Address, and, if you agree, more specific location information that is provided through the GPS functionality on mobile devices used to access the Website. We may use such location information to customize your browsing experience, including advertising that is presented to you. In order to do this, your location information may be passed along to our Affiliates, agents, service providers or advertisers.
- **Social Media Networks and Other Third Parties:** We may obtain information about you from third parties and sources, such as our service providers, like web hosting providers, analytics providers, or advertisers. You may give us permission to access your information from services offered by third parties, including social media networks. The information we obtain from third party services depends on your account/privacy settings with those third parties and the third

parties' privacy policies, so be sure to check those policies and to adjust your settings to meet your preferences. Please keep in mind that any information provided to us by a third party may also be subject to that third party's privacy policy.

## 2. **Use & Retention of Personal Information**

We process your personal information for the following purposes:

- To fulfill your requests for content, services or information;
- To provide technical support and to respond to your inquiries and manage your preferences;
- To protect our IT architecture and the security of the Website and prevent fraud or potentially illegal activities;
- To enforce the Terms of Use and/or to notify you of a material change to our Privacy Policy;
- To investigate and respond to complaints about our code of conduct;
- To contact you in response to inquiry forms (e.g., contact forms and materials requests);
- To process job applications you may submit to us;
- To improve the effectiveness of the Website;
- To generate statistics, develop marketing and promotional plans, and/or conduct other research and analysis;
- To exercise or defend legal claims or to comply with any applicable law, regulation, legal process or governmental request;
- To monitor, guard against, and enforce our policies;
- To investigate allegations of misconduct or violation of our policies;
- To manage your subscription preferences;
- To conduct audits;
- To execute matters of corporate governance or in the event of a corporate sale, merger, acquisition, dissolution or similar event; and
- To safeguard vital interests, to protect the rights, property and safety of others and ourselves, or to perform a task in the public interest.

We will retain the personal information provided for as long as it is needed to fulfill the purpose for which it is collected and/or as otherwise set forth in this Privacy Policy. If personal data is not deleted because it is retained for legally permitted purposes, its processing will be restricted. This means that the data is blocked and not processed for other purposes. This applies, for example, to data that must be kept for commercial, employment, or tax reasons.

We may aggregate and/or de-identify personal information we collect and use it for any purpose. To the extent we deidentify any data originally based on personal information, we will maintain and use such data only in deidentified form and will not attempt to reidentify the data.

## **2. Job Application Forms**

Tupperware is an equal opportunity employer and does not take into consideration sex, gender, age, race, color, national origin, religion, disability, political or trade union affiliation, or any other category protected by applicable law, into its selection process, except where this may be strictly required by local law.

If you have submitted a job application form, the personal information you submit with your job application, such as your resume and contact information, will be used by Tupperware and its Affiliates in order to make decisions regarding your candidacy for employment with Tupperware, including its Affiliates; to contact you for further inquiries; or to notify you of the status of your application in accordance with local laws. If you apply for a job with one of our Affiliates, that Affiliate is a joint controller of the information you provide.

Job applications forms are kept, stored or deleted, as the case may be, according to local country specific legislation. With you consent, your application may be stored for future opportunities.

If you apply for a job posting via LinkedIn or similar online service platform, the privacy policy of that platform may also apply.

## **3. Investor Relations Requests and Email Alerts**

If you have completed and submitted a request for printed investor materials or a request to be contacted by our Investor Relations Department, we will use your information in order to track and/or fulfill your request.

If you have completed and submitted a request for investor related email alerts, your information will be automatically sent to our hosting provider to manage your subscription preferences. We may continue to provide the requested email alerts until you request to stop receiving these communications by unsubscribing.

## **4. Media Content**

If you have signed a Content Release or similar release with us, we will use your information to administer our contract and enforce our rights, including without limitation, using such content in print and or digital media.

## **5. Disclosure of Information**

We may disclose your information in the following circumstances:

- **With your consent.** We may disclose your information if you ask or authorize us to do so.
- **Among Affiliates.** We may disclose your information with our Affiliates for the purposes of processing, analyzing, or storing your information or otherwise as needed to respond to your inquiry or achieve other purposes for which we collect information, in each case, consistent with the terms of this Privacy Policy.

- **With Third Parties.** We engage service providers and professional advisors to perform a variety of services and functions for us. Tupperware may retain other companies and individuals to perform functions on our behalf, including without limitation, data analysis firms, customer support services, investor relations specialists, web hosting companies, professional service advisors and the like. Such third parties may be provided access to your personal information needed to perform their functions.
- **To comply with legal requirements and to protect you, us, and others.** Notwithstanding anything to the contrary in this Privacy Policy, we reserve the right to retain and disclose your information at our discretion, including with professional advisors and/or governmental entities if we believe in good faith that such retention and disclosure is necessary to: (i) comply with relevant laws, rules or regulations, or to respond to subpoenas, warrants, or similar process served on us; (ii) protect and defend our rights or property, you, or third parties; or (iii) ensure the safety and security of the Website, our systems, and of our customers and third parties.
- **In connection with a business transfer or corporate governance:** In the event we go through a business transition such as a merger, acquisition by another company, bankruptcy, reorganization, or sale of all or a portion of our assets, your information may be sold or transferred as part of that transaction. You acknowledge that such transfers may occur and are permitted by this Privacy Policy and that the new entity may continue to process your personal information as set forth in this Privacy Policy.
- **If the information has been aggregated, de-identified, or otherwise does not identify you personally:** We may disclose information that has been aggregated, de-identified, or otherwise does not identify you or information that you choose to make public. This Privacy Policy does not limit our use or disclosure of de-identified information in any way, and we reserve the right to use and disclose such information to our partners, advertisers, and any other third parties at our discretion.

#### 5. International Data Transfers

The information we collect in connection with the Website is processed in the United States. Some of the data recipients to whom the Company may share your personal information may be located in states/countries other than the one where your personal information was originally collected. The laws in these states/countries may have a lesser standard of protection of your personal information and may not guarantee the same level of privacy as the law in the state/country where you submitted your information to us. However, we will protect your personal information in accordance with this Privacy Policy and applicable laws when we transfer your information to recipients in other countries, including the United States.

When transferring your personal information to third countries, we will take appropriate measures, in compliance with legal regulations, to protect your personal information. We take a variety of measures to ensure that your personal information transferred to these countries is adequately protected in accordance with this Privacy Policy.

#### 6. Cookies, Tracking, & Third-Party Advertising

In certain circumstances and depending on your preferences, we may use Cookies and similar tracking technologies to track activity on our Website and store certain information. The tracking technologies that may be used are beacons, tags and scripts to collect and track information and to improve and analyze the Website.

Do Not Track (DNT) is an optional browser setting that allows you to limit your sharing preferences with respect to third parties. We do not respond to DNT signals.

The cookies that we use on the Website can basically be divided into the following categories below. For detailed information on the cookies we use and the purposes for which we use them, please refer to the [Cookie Settings](#).

- **Necessary cookies:** These cookies are necessary for the functioning of the Website and cannot be deactivated on the Website. Typically, these cookies are only set in response to actions you take on the Website, such as logging in to the Website or setting your privacy preferences. They also enable us to manage any security problems on the Website and comply with legal regulations. You can set your browser to block these cookies or to notify you about these cookies. However, some areas of the site may not work.
- **Statistic cookies:** We may use statistics cookies to analyze how visitors use the Website, compile statistical reports of Website activity, and provide other services related to the use of the Website and internet usage.
- **Marketing cookies:** We use these cookies to improve your experience when using the Website and to display content that is relevant and engaging to you.
- **Third-party cookies:** The Website may contain some helpful but non-essential features or plugins enabling third party services that use cookies, such as social network connectors, maps, advertising networks, or web traffic analysis services. These cookies may enable visitor identification across websites and over time. We do not control the third party's use of those cookies, their duration, or their ability to share information with other third parties. Please review each party's cookie disclosure before consenting to this use category. We do not control these third parties' tracking technologies or how they may be used. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly.

#### 7. Links to Third Party Sites

The Website may contain links to other websites other than those operated by us or our Affiliates ("[Linked Sites](#)"). The Linked Sites are not under our control and we are not responsible for the contents or data privacy policies of any Linked Site, including without limitation, any link contained on a Linked Site, or any changes or updates to a Linked Site. We are providing these links to you only as a convenience, and the inclusion of any link does not imply endorsement by Tupperware or any association with its operators or their data privacy policies. We encourage you to review the privacy policy of any Linked Site before sharing your personal data with the Linked Site.

#### 8. Collection and Use of Information from Children

The Website is not intended for children. We do not knowingly collect personal information from children, and the Website is not designed to attract children. In the event that we learn that a child under the age of 18 has provided personal information to us, without verification of parental consent, we will delete or destroy such personal information as soon as possible.

#### **9. Security of Your Personal Information**

We use reasonable security measures, including but not limited to physical, electronic, and procedural safeguards, to protect the confidentiality of Personal Information under our control and appropriately limit access to Personal Information, including https protection technology.

The Website has security measures in place to prevent the loss, misuse, disclosure and alteration of the information that we obtain from you, but we make no assurances to you or to any third party about our ability to prevent any such loss or misuse arising out of any such loss, misuse, disclosure or alteration.

While we use the security measures described above along with others, we cannot ensure or warrant the security of any information you transmit to us, and you do so at your own risk. We recommend that you take additional measures to protect yourself, including by installing anti-virus software, closing browsers after use, keeping confidential your passwords, and making sure that you regularly update software and apps.

If we become aware of a security breach involving your information, we may need to notify you electronically of such breach, in addition to posting information about the breach on the Website. By using the Website, you agree to receive such communications.

#### **10. Changes to this Privacy Policy**

Tupperware may revise this Privacy Policy from time to time in its sole discretion. If we decide to revise this Privacy Policy, we revise the "Last Updated" date at the top. Please note that the right of Tupperware to use your personal information will be based on the version of the Privacy Policy in effect at the time the information is used.

#### **11. How To Contact Us**

If you have questions about this Policy, please contact us at [privacy@tupperware.com](mailto:privacy@tupperware.com) or 888-689-2961. Please include your country of residence in your email.

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