



California Consumer Privacy Act Notice for California Residents (CCPA): California Employees and Contractors

CATEGORIES OF PERSONAL INFORMATION COLLECTED	PURPOSES FOR WHICH WE COLLECT PERSONAL INFORMATION
<p>Identifiers, such as a real name, alias, postal address, unique personal identifier, online identifier, internet protocol (IP) address, email address, account name, social security number, driver’s license number, passport number, or other similar identifiers.</p>	<ul style="list-style-type: none"> - Manage your employment or contractor relationship with us. - Compensation, payroll, tax, and benefits planning, enrollment, and administration. - Provide you access to Ipsen systems, networks, databases, equipment, and facilities. - Equipment assignment and tracking, including company cars. - Workforce and performance management, including personnel planning, productivity monitoring, and evaluation. - Workforce development, education, training, and certification. - Monitor, maintain, secure, and enhance Ipsen systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions. - Arrange, confirm, and monitor work-related travel, events, meetings, and other activities. - Contact and communicate with you regarding your employment, job performance, compensation, and benefits, or in the event of a natural disaster or other emergency. - Contact and communicate with your designated emergency contacts in the event of an emergency, illness, or absence. - Contact and communicate with your dependents and designated beneficiaries in connection with your benefits.
<p>Health insurance information, including an individual’s insurance policy number or subscriber identification number, any unique identifier used by a health insurer to identify the individual, or any information in the individual’s application and claims history.</p>	<ul style="list-style-type: none"> - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting) - For the administration of benefit programs.
<p>Financial information, including bank account number, credit or debit card number, or other financial information.</p>	<ul style="list-style-type: none"> - Manage and comply with employment contract or acceptance letter. - Compensation, payroll, and expense management. - Contact and communicate with your dependents and designated beneficiaries in the event of an emergency or in connection with your benefits.
<p>Medical information, including any information in possession of or derived from a healthcare provider, healthcare service plan, pharmaceutical company, or contractor regarding an individual’s medical history, mental or physical condition, or treatment.</p>	<ul style="list-style-type: none"> - Assess your working capacity or the diagnosis, treatment or care of a condition impacting your fitness for work, and other preventative or occupational medicine purposes (including work-related injury and illness reporting). - For the administration of benefit programs.
<p>Characteristics of protected classifications under California or federal law, such as race, gender, physical or mental disability, and religion.</p>	<ul style="list-style-type: none"> - For the administration of benefit programs. - Provision of accessibility facilities, equipment, and services. - Provide this Privacy Notice and other informational forms to you in an accessible format as needed.
<p>Commercial information, including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.</p>	<ul style="list-style-type: none"> - Assess compliance with company policies or procedures. - Gather information for the purposes associated with legal proceedings.

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<p>Biometric information, including an individual’s physiological, biological, or behavioral characteristics (including DNA) to the extent it can be used to establish individual identity. Biometric information consists of, but is not limited to, imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template (such as a faceprint, a minutiae template, or a voiceprint) can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information.</p>	<ul style="list-style-type: none"> - For the security purposes of the employee, company, or both. - Monitor, maintain, and secure Ipsen systems, networks, databases, equipment, and facilities. - Authenticate your identity and verify your access permissions.
<p>Internet or other electronic network activity information, such as browsing history, search history, and information regarding an individual’s interaction with an internet website, application, or advertisement.</p>	<ul style="list-style-type: none"> - Manage access to, use of, and security of Ipsen information systems, facilities and property for public safety and health purposes (which may, in some instances, include video monitoring of commonly-shared spaces) - Ensure network and information security (e.g., preventing malicious code distribution, information system attacks, preventing damage to computer or electronic communications systems. - Conduct internal investigations and other compliance activities (e.g., audit, assessing employee adherence to Ipsen policies and procedures)
<p>Geolocation data.</p>	<ul style="list-style-type: none"> - For security and building access purposes. - Equipment assignment and tracking, including company cars.
<p>Audio, electronic, visual, thermal, olfactory, or similar information (e.g., a recording of a customer service call or employee profile photograph).</p>	<ul style="list-style-type: none"> - Manage access to, use of, and security of Ipsen information systems, facilities and property for public safety and health purposes (which may, in some instances, include video monitoring of commonly-shared spaces) - Authenticate your identity and verify your access permissions.
<p>Professional or employment-related information.</p>	<ul style="list-style-type: none"> - Evaluate, determine, and arrange compensation, payroll, and benefits. - Workforce development, education, training, and certification.
<p>Education information or other academic information.</p>	<ul style="list-style-type: none"> - Evaluate, determine, and arrange compensation, payroll, and benefits. - Workforce development, education, training, and certification.
<p>Written signatures.</p>	<ul style="list-style-type: none"> - Execute written agreements with or on behalf of Ipsen.
<p>Inferences drawn from any of the information listed above to create a profile about an individual reflecting the individual’s preferences, characteristics, psychological trends, preferences, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes. (e.g., predications about an individual’s preferences or tendencies).</p>	<ul style="list-style-type: none"> - Workforce development, education, training, and certification.



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	<p>In addition to the purposes identified above, Ipsen may use and disclose any and all personal information that we collect as necessary or appropriate to:</p> <ul style="list-style-type: none">Comply with laws and regulations, including (without limitation) applicable tax, health and safety, anti-discrimination, immigration, labor and employment, and social welfare laws.Monitor, investigate, and enforce compliance with and potential breaches of Ipsen policies and procedures and legal and regulatory requirements.Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons.Exercise or defend the legal rights of Ipsen and its employees, affiliates, customers, contractors, and agents.
	<p>To the extent personal information regarding your spouse, domestic partner, beneficiaries and/or dependents is being provided to Ipsen, please share this notice with them.</p>



California Consumer Privacy Act Notice for California Residents (CCPA): California Job Applicants

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<p>Financial information, including bank account number, credit or debit card number, or other financial information.</p>	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications.
<p>Medical information, including any information in possession of or derived from a healthcare provider, healthcare service plan, pharmaceutical company, or contractor regarding an individual’s medical history, mental or physical condition, or treatment.</p>	<ul style="list-style-type: none"> - Assess your fitness and physical capacity for work.
<p>Characteristics of protected classifications under California or federal law, such as race, gender, physical or mental disability, and religion.</p>	<ul style="list-style-type: none"> - Provision of accessibility facilities, equipment, and services. - Provide this Privacy Notice and other informational forms to you in an accessible format as needed.
<p>Biometric information, including an individual’s physiological, biological, or behavioral characteristics (including DNA) to the extent it can be used to establish individual identity. Biometric information consists of, but is not limited to, imagery of the iris, retina, fingerprint, face, hand, palm, vein patterns, and voice recordings, from which an identifier template (such as a faceprint, a minutiae template, or a voiceprint) can be extracted, and keystroke patterns or rhythms, gait patterns or rhythms, and sleep, health, or exercise data that contain identifying information.</p>	<ul style="list-style-type: none"> - Perform background checks related to drug screening. - Assess your fitness for employment with the company.

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Internet or other electronic network activity information, such as browsing history, search history, and information regarding an individual’s interaction with an internet website, application, or advertisement.	- Assess your fitness for employment with the company.
Professional or employment-related information.	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Assess your fitness for employment with the company. - Evaluate, determine, and arrange compensation, payroll, and benefits. - Consider and assess your suitability for other positions with Ipsen in accordance with Ipsen’s retention policy.
Education information or other academic information.	<ul style="list-style-type: none"> - Perform background checks and verify past employment, educational history, and professional standing and qualifications. - Assess your fitness for employment with the company. - Evaluate, determine, and arrange compensation, payroll, and benefits. - Consider and assess your suitability for other positions with Ipsen in accordance with Ipsen’s retention policy.
Written signatures.	- To execute written contracts, including offers of employment.
Inferences drawn from any of the information listed above to create a profile about an individual reflecting the individual’s preferences, characteristics, psychological trends, preferences, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes. (e.g., predications about an individual’s preferences or tendencies).	- Assess your fitness for employment with the company.
<p>In addition to the purposes identified above, Ipsen may use and disclose any and all personal information that we collect as necessary or appropriate to:</p> <ul style="list-style-type: none"> • Monitor, investigate, and enforce compliance with and potential breaches of Ipsen policies and procedures and legal and regulatory requirements. • Comply with civil, criminal, judicial, or regulatory inquiries, investigations, subpoenas, or summons. • Comply with legal and regulatory obligations. • Exercise or defend the legal rights of Ipsen and its employees, affiliates, customers, contractors, and agents. 	