TETRA TECH, INC. AND SUBSIDIARIES

PRIVACY POLICY

I. INTRODUCTION

This Privacy Policy applies to all divisions and subsidiaries of Tetra Tech (“Tetra Tech”, “we”, or “us”). Tetra Tech is committed to protecting the privacy and security of personal information. Therefore, we follow the principles in the EU-US Privacy Shield Framework as set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal information transferred from European Union, European Economic Area (“EEA”) and Switzerland to the United States. Tetra Tech may be liable for onward transfers to third parties in violation of the Privacy Shield Principles. To learn more about the Privacy Shield program visit www.privacyshield.gov.

Tetra Tech will cooperate with the panel established by the EU data protection authorities (“DPAs”) to address any complaints and comply with the advice given by the panel with regard to personal information transferred to the United States from the EEA. Tetra Tech’s referral of complaints to the DPAs is provided at no cost to you.

The U.S. Federal Trade Commission has jurisdiction over Tetra Tech's compliance with these principles. As explained in the Privacy Shield Principles, under certain conditions, individuals also have the possibility of invoking binding arbitration for complaints regarding Privacy Shield compliance not resolved by any of the other available mechanisms.

II. DATA WE MAY COLLECT

Information Technology Data

If you connect to any of our information technology infrastructure such as websites or guest wireless networks, we may collect information on the system you use for access. This may include information such as your computer’s IP address, browser type, browser version, operating system, web pages you visit, the time and date of your visit, and the time spent on the site.

Job Applicant Information

Tetra Tech collects information about job applicants during the recruitment process. Some of this information is collected directly from you. Other information may be provided to us by third parties such as recruitment agencies and educational institutions. Background checks are a normal part of the hiring process, so we may be recipients of this data. We also may receive additional information about you from other publicly and commercially available sources, as permitted by law.

Employment Information

If you accept employment with Tetra Tech, in addition to job applicant data, more information will be required from you for administration of employee benefits and other services, such as medical and life
insurance, direct payroll deposits, etc. and for other purposes directly related to your job function and conditions of employment. Personal Data is retained as needed to fulfil the purposes for which it was collected and in accordance with legal, regulatory, and contractual requirements. Where relevant, information pertinent to transactions between you and us shall be stored throughout the lifecycle of the transactions concerned and for as long as is necessary for the pursuit of legal claims or required by contract or law, including, among others, tax legislation.

You have the right to request copies of your personal information we hold. You have the right to correct, amend, or delete that information where it is inaccurate, or has been processed in violation of this Policy unless the burden or expense of providing access would be disproportionate to the risks to your privacy or where the rights of other people would be violated.

III. DATA SHARING

Tetra Tech may share data as required for purposes specified in this Policy. Any recipient of your data will be expected to adhere to the same privacy principles stated herein. Third party processors of your data will be expected to only use that data for the purpose(s) for which it was originally collected or subsequently authorized by you. You have the right to choose (opt out) whether your personal information is (i) to be disclosed to a third party or (ii) to be used for a purpose that is materially different from the purpose(s) for which it was originally collected or subsequently authorized by you.

We may also be required to disclose personal information in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

For sensitive information (i.e., personal information specifying medical or health conditions, racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership or sex life), Tetra Tech will obtain affirmative express consent (opt in) from you if the information is to be (i) disclosed to a third party or (ii) used for a purpose other than those for which it was originally collected or subsequently authorized by you through the exercise of opt-in choice.

IV. CONTACT INFORMATION

If you have any questions, concerns, or complaints about your privacy related to this Policy, please contact our Privacy Team at Privacy@Tetratech.com.