



## Data Privacy & Recruitment Consent

**Building our future requires a foundation of trust.**

At Vulcan Materials Company, we respect your privacy and are committed to protecting the information you share with us during the recruitment process. By using our career site, you acknowledge that we collect and process your personal data in accordance with **The Vulcan Way** of integrity and excellence.

### What We Collect

To facilitate our hiring process, we collect identifiers such as your name, contact information, and professional history. For specialized roles, we may also process technical assessments to ensure you have the skills needed to maintain our exceptional safety standards.

### How We Use Your Information

- **Talent Alignment:** We use your data to match your expertise with opportunities that provide the stability to grow and the potential to excel.
- **Operational Excellence:** Automated tools and cookies may be used to analyze site traffic, ensuring a reliable, efficient experience for all candidates.
- **Regulatory Compliance:** We process sensitive personal information only as required by law or necessary for our business operations, such as background checks and employment eligibility verifications.

### Your Consent & Control

- **Text Messaging:** By providing your mobile number, you give express written consent to receive recurring recruitment text messages from Vulcan Materials Company. Message and data rates may apply. You may opt out at any time by replying **STOP**.
- **Third-Party Sharing:** We do not sell your personal information. Your data is shared only with trusted service providers who assist with our recruitment process and are bound by our confidentiality standards.
- **Withdrawal of Consent:** You have the right to withdraw your consent for data processing at any time, which may impact our ability to consider your application.

If questions, please email us at [candidatecare@vulcanmaterials.com](mailto:candidatecare@vulcanmaterials.com). Please use the words "Recruitment Consent" as the subject line of your email to ensure a quick response.