

Kohl's Biometrics Policy - Vendors and Other Third Parties

Use of Biometrics

Kohl's uses Biometric equipment ("Equipment") for various business purposes, which may include timekeeping, access, secure entry/exit, temperature/wellness screenings, or other business operations. This policy explains how Kohl's may collect, store, use and destroy your data in compliance with applicable law, including the Biometric Information Privacy Act, and supplements prior communications, policies, and practices that relate to this subject.

Conversion of Your Scan into an Unrecognizable Mathematical Representation

The first time you use the Equipment, it scans your finger, hand, face, retina or iris and uses an algorithm to convert the image into an unrecognizable mathematical representation ("Mathematical Representation"), which is collected and stored. Your Mathematical Representation is stored on servers that are owned, maintained, and secured by Kohl's. In general, each subsequent scan is compared to your initial stored Mathematical Representation to confirm your identity.

Destruction of Your Mathematical Representation; Prohibition on Unauthorized Disclosure

Kohl's and/or its vendors will treat your Mathematical Representation as confidential and sensitive information and use reasonable care to protect it from disclosure to unauthorized third parties. Your Mathematical Representation will be timely destroyed by Kohl's and/or its vendors when your use of the Equipment or your employment ends, or in accordance with applicable law unless a longer retention period is required.

Kohl's and/or its vendors will not sell, lease, trade or otherwise profit from your Mathematical Representation. They will not disclose your Mathematical Representation unless required by law; the disclosure completes a financial transaction authorized by you or your legally authorized representative, or you otherwise consent to the disclosure.

If Kohl's and/or its vendors service the Equipment, servers or software, you consent to disclosing your Mathematical Representation or otherwise giving them access to it to make the repair, upgrade or change, or to destroy it.