

## **Privacy Policy**

### **Introduction**

The company **Health and Beauty Manufacturing LLC**, 7205 30th Ave N, St Petersburg FL 33710, EIN: 87-4642085 (hereinafter referred to as: HBM or “the Company”) takes the question of security and protection of personal information very seriously. Taking the mentioned into consideration, HBM takes special care that users of the website [www.hbmnutra.com](http://www.hbmnutra.com) (hereinafter referred to as: users) are fully informed about the rights they have regarding the collection of their personal information, as well as about the security measures taken by HBM.

By accessing and/or using the website [www.hbmnutra.com](http://www.hbmnutra.com), the user agrees to have read, understood and accepted the terms of this Privacy Policy. If the user does not agree, they should refrain from using the website, exit the page, and not access and/or use the website [www.hbmnutra.com](http://www.hbmnutra.com) again.

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### **Amendment to the Privacy Policy**

HBM is authorized to amend this Privacy Policy at any time by publishing the revised version on the website [www.hbmnutra.com](http://www.hbmnutra.com). Such amendments become effective immediately upon posting. Continued use of the website by the user after any such changes will constitute acceptance of the updated terms. Users are encouraged to review the Privacy Policy periodically to stay informed of any changes.

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### **Type of Data Collected and Use of the Data Collected**

HBM collects personal information that identifies users of [www.hbmnutra.com](http://www.hbmnutra.com). When users engage in activities such as newsletter subscriptions, surveys, contests, providing feedback, job applications, or requesting product/service information, HBM may request personal data. These activities are voluntary.

Depending on the activity, HBM may request: name, address (including ZIP code), email address, telephone number, date of birth, employer information, etc. This data is used to enhance our offerings, administer promotions, improve site performance, and support marketing, analytics, and customer support efforts.

Non-identifiable user data (such as IP address, browser type, referring/exit pages) may also be automatically collected via cookies or similar technologies. HBM and its authorized partners (such as analytics or marketing tools) use this data to analyze trends, administer the site, and ensure compliance with applicable laws.

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### **Types of Candidate Data We Collect During the Recruitment Process**

HBM processes candidate data shared during applications for legitimate HR purposes. These include evaluating candidates, managing hiring records, conducting reference/background checks, and assessing hiring metrics. Candidate data may be retained and reused to consider applicants for future opportunities.

Candidates not wishing to be considered beyond the current application or who wish to have their data removed may contact our data officer. Data will be retained for up to 2 years unless otherwise specified during the hiring process.

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### **Who May Have Access to Candidate Data**

Candidate data may be shared with individuals involved in the recruitment process at HBM. If applicable, data may be processed in or transferred to other countries where HBM or its affiliates operate, in accordance with relevant privacy regulations.

If a candidate is referred by an HBM employee, and with candidate consent, updates about the application may be shared with the referring employee. In certain cases, shared backgrounds with current employees may prompt internal consultations. HBM uses third-party services such as Google and TalentLyft to process applicant data.

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### **Where We Obtain Candidate Data**

Candidate data is collected directly via forms on the HBM website and may also be sourced from referrals, LinkedIn, job boards, and other publicly available databases, as allowed under local laws.

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### **Disclosure of Personal Information**

HBM does not sell or trade personal identification information. However, data may be shared with affiliates or selected third-party service providers (e.g., Google, Mailchimp, Pipedrive, Hotjar, TalentLyft) that assist with marketing, analytics, and data processing—only if these providers are compliant with applicable data protection laws.

HBM may disclose user data when required by law, court order, or when necessary to enforce its rights, investigate fraud, or ensure the safety of its users and systems.

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### **User Rights Regarding Their Personal Identification Information**

Users have the right to update, delete, or restrict the processing of their personal information by contacting HBM via email. Requests should include the user's full name, address, and email. Users may request a copy of their personal data or transfer it to another processor.

Users may also file complaints regarding their data processing under applicable privacy laws.

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### **User Choice Regarding the Collection and Use of Data**

Users may opt in to receive promotional emails about HBM's products, services, or special offers. Users can unsubscribe from these emails at any time by following the unsubscribe instructions or contacting HBM directly.

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### **Data Protection**

HBM implements appropriate technical and organizational measures to secure personal data against unauthorized access, loss, or alteration. However, no method of data transmission over the Internet or any wireless network can be guaranteed as 100% secure.

While HBM takes commercially reasonable steps to protect personal data, it cannot ensure or warrant the security of any information transmitted to or from its website.

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### **Data Monitoring**

HBM may use cookies and similar tracking technologies to enhance user experience and gather analytics. Cookies may store user preferences and facilitate certain site functionalities. Users may configure their browser settings to refuse cookies; however, some site features may be limited as a result.

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### **Non-Disclosure Concerning Third-Party Websites**

This Privacy Policy applies solely to HBM and its website. External sites accessible through [www.hbmnutra.com](http://www.hbmnutra.com) have their own privacy policies and terms of use. HBM is not responsible for the practices of these third parties.

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### **Minors**

HBM does not knowingly collect or process personal data from individuals under the age of 16 without parental consent. If participation in a promotion involves minors, such participation requires explicit parental or guardian approval.

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### **Effectiveness**

This Privacy Policy remains in effect until it is replaced or revoked by Health and Beauty Manufacturing LLC.