

## **PRIVACY POLICY**

**Last Updated: Sept. 12, 2022**

This Privacy Policy describes the information collected through this website (the “**Site**”) and our driver pooling services (the “**Services**”) and how that information is collected, used and disclosed. DRIVERDX INC. (together, “**DRIVERDX**,” “**we**,” “**us**,” or “**our**”) and their respective suppliers may collect or receive the types of information described as a result of your use of the Site and Services (together, “**Collected Information**”). For the purposes of this Privacy Policy, Collected Information also refers to personal information and data.

This Privacy Policy also explains your rights and choices regarding your personal information, how we communicate changes to this Privacy Policy, and how you may contact us regarding questions or issues with respect to any matter that is addressed by this Privacy Policy.

**By accessing or using the Site, by ordering Services, by entering into our Terms and Conditions or any other agreement that references this Privacy Policy or governs access to or use of the Services, or by tendering goods to DRIVERDX, you agree on behalf of yourself and any company or organization, that you represent (together, “you”) that you have read and understand this Privacy Policy and that you consent to our collection, use and disclosure of your personal information pursuant to the terms of this Privacy Policy and any other terms, conditions, policies, rules or by-laws that are created or amended by DRIVERDX. If you do not agree with this Privacy Policy, do not access or use the Site or order Services.**

This Privacy Policy is incorporated into and made a part of our Terms and Conditions and any other agreement that references this Privacy Policy or governs access to or use of the Site or Services.

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### **Changes to this Privacy Policy**

DRIVERDX reserves the right to modify this Privacy Policy at any time. All changes will be effective immediately upon posting of the updated Privacy Policy on the Site and, by accessing or using the Site or ordering Services after changes are posted, you agree to those changes. Material changes will be clearly posted on the Site or otherwise communicated to you.

### **Information We Collect and How We Collect It**

The information that we may collect from you generally falls into the following categories:

- Information that you voluntarily provide to us.
- Information collected through your use of the Site.

**Personal Information.** Personal information is information that identifies you or could be combined by us or our service providers or affiliates with other information to identify you. You can visit the Site without submitting your personal information to us but you may be required to provide your personal information in order to use the Services. We will collect any personal information from or about you that you choose to provide to us, which may include, without limitation, your name, email address, telephone numbers, and physical address, as well as any comments you may submit to us. Personal information may also be information containing details as to whether you have opened our promotional e-mails or how you have used our website, if we associate that personal information with you. We may also receive personal information from other sources. For instance, we may receive information from credit card processors regarding whether the credit card details you gave us have been accepted or declined. We may receive information from drivers or carriers regarding transactions that are facilitated with the Service. We may also acquire information about you from other promotional or marketing companies with whom you shared your information and whom you have allowed to provide information to us. If you are a business customer or prospective business customer, personal information does not include your title, business address or business telephone number.

For further details, we may use your personal information as described below in this Privacy Policy, including to provide our Services and to communicate with you.

**Career Opportunities.** If you submit a resume, job application, or related materials to us, we may use those materials to evaluate your qualifications and consider or respond to your inquiry or application. Your submission of a resume, job application, or related materials does not in any way require DRIVERDX to review that information or consider you for employment.

**Marketing Communications.** If you sign up or otherwise opt in to receive updates, promotions, or other communications from us, you will need to provide your email address. We will use this information to send you DRIVERDX updates and to provide you with promotional and other electronic communications, but only to the extent permitted by law. You may opt out of receiving updates and other emails from us at any time by following the unsubscribe instructions in the applicable email. We may use third-party email providers to deliver these communications to you.

## **Other Information Collected**

As you navigate and use the Site, certain information can be passively collected—that is, gathered without the user actively providing the information or being concurrently made aware of the collection of information—using various technologies. We passively collect a variety of types of information in a variety of ways, including:

**IP Addresses and Related Data.** The servers used to operate and provide the Site may collect data pertaining to you and the equipment, software, and communication methods you use to access the internet and the Site, including internet protocol (“IP”) addresses assigned to the computers and other devices from where you access the internet, your internet service provider (“ISP”), device ID numbers and unique identifiers, your media access control (MAC) address, your operating system, your computer screen resolution, your web browser type, the pages you access on the Site, the websites you access before and after visiting the Site, the length of time you spend on the Site, date and time stamps, clickstream data, your approximate geographic location, performance statistics, and usage data. DRIVERDX may use this information to administer the Site and its servers, to generate statistical information, to monitor and analyze Site traffic and usage patterns, to

monitor and help prevent fraud, to investigate complaints and violations of our policies, and to improve the Site's content and our Services.

We may combine this information with other Collected Information (including personal information) and information obtained from third parties for security reasons and to protect our rights or the rights of others. The suppliers that we use to provide the Site may collect information about your visits to the Site and other websites. Some of this information may be collected using cookies and similar tracking technologies as explained below under "Cookies and Tracking Technologies."

**Analytics.** The Site may use third-party analytics tools to collect and process data about your use of the Site, including when you visit the Site, URLs of the websites that you visit prior to visiting the Site and when you visit those websites, and IP addresses assigned to the devices from where you access the internet. Our analytics providers may set and read cookies to collect this data and your web browser will automatically send data collected by those cookies to our analytics providers. Our analytics providers use this data to provide us with reports that we will use to improve the Site's structure and content.

**Our Social Media Pages.** DRIVERDX reserves the right to post on the Site, other websites, and social media pages any comments or content that you post on our social media pages, if any, or provide to us through social media.

**Cookies and Tracking Technologies.** The Site may automatically use cookies to track your use of the Site in order to facilitate and enhance the user experience on the Site and for other purposes as described below. Cookies are small pieces of information that are stored on your device's hard drive by your web browser. We use cookies to learn and track how you access and use the Site, including when and how users visit the Site and how popular particular Site pages are and are not. We also use cookies to recognize Site users, to help display information on the Site, and to improve your enjoyment and the usefulness of the Site. For example, these mechanisms recall and display information that it deems satisfactory to your interests.

The Site may use both cookies that we implement and cookies implemented by our suppliers and other third parties. "First-party" cookies allow your browser to talk to the actual website that you are visiting, whereas "third-party" cookies allow your browser to talk to third-party websites, such as the source of an ad that appears on the website you are visiting or a third-party analytics provider.

Most browsers automatically accept cookies. Browsers generally also allow users to manage cookies in the browser's settings. For example, a browser may allow you to reject cookies from certain websites, reject certain types of cookies regardless of the website, reject or disable all cookies from all websites, and/or delete previously stored cookies. Some browsers also give you the option of being notified every time a cookie is sent to your browser by a website. You can disable or limit cookies but doing so may impact your use and enjoyment of the Site and other websites. For example, the Site may not be able to be personalized for you, may no longer capture or remember your preferences or other choices you have made on the Site in the past, and may not remember your name or contact information.

Changing your cookie preferences in one browser will not necessarily carry over to other browsers, so you may need to adjust your preferences each time you get a new computer, install a new browser, upgrade an existing browser, or alter or delete a browser's cookie file.

Our suppliers may use cookies and tracking technologies, such as pixel tags, to track Site visitors across the internet to understand how you get to the Site and for the analytics purposes. We do not have access or control over these cookies and this Privacy Policy does not cover the use of third-party cookies.

The types of information collected by a cookie and the purposes for which that information is used depends on the type of cookie. By way of illustration, the types of cookies used, the types of information collected by those cookies, and the purposes for which that information is used are described below. We may combine information collected by cookies with other Collected Information.

- *Operationally necessary cookies (also called essential cookies).* These are cookies that are required for the operation of the Site. For example, these cookies are required to identify irregular website behavior, prevent fraudulent activity, and improve security. They also allow users of the Site to make use of its functions. Without these cookies, features and services you have requested will not be able to be provided.
- *Functional cookies.* These cookies allow us to offer you enhanced functionality when accessing or using the Site. This may include remembering choices you make, for example, remembering your preferences or settings, remembering if you reacted to something on or through the Site so that you are not asked to react to it again, or remembering if you have used any feature of the Site before. If functional cookies are disabled, various functions of the Site may be unavailable to you or may not work the way you want them to.
- *Performance cookies (also called analytical cookies).* These cookies assess the performance of the Site, including as part of our analytic practices to help us understand how visitors use and interact with the Site. For example, it will allow us to determine the Site pages that users frequent most often. These cookies also enable us to personalize content and remember your preferences. These cookies help us improve the way our websites work and provide a better personalized user experience.

A cookie can either be a “session” cookie or a “persistent” cookie. Session cookies exist only for so long as you are visiting the applicable website. Session cookies are typically deleted or removed when you exit or quit your browser application. Persistent cookies exist for a set period of time; for example, six months or one year. Each time you visit a website that has implemented a persistent cookie, that cookie will remain active until its predetermined expiration date. You can also manually delete persistent cookies as discussed above.

The Site may also use the following types of tracking technologies: web beacons (also called clear GIFs), flash cookies, and pixels (also called pixel tags). Web beacons are tiny graphics with unique identifiers that function similar to how cookies function but, in contrast to cookies, web beacons are embedded invisibly on websites. Flash cookies collect and store information about your use of a website and are commonly used for advertisements and videos. Pixel tags can be placed on websites or within emails to track your interactions with those websites and when emails are opened.

**How We Respond to Do-Not-Track Signals.** Due to the automatic collection of data that is facilitated by the cookies described above, we do not honor “do not track” requests. For this reason, your selection of the “Do Not Track” option provided by your browser may not have any effect on our collection of information by way of using cookies and tracking technologies.

**Embedded Content.** The Site may incorporate content, including feeds, scripts embedded in the Site’s code, and visible content (e.g., videos), provided by third parties, such as YouTube. In some cases, those third parties may collect data about how you interact with their content. We shall not be held liable for any use or collection of data by such third parties, and the User acknowledges that it shall review and agree to the policies, practices and procedures of such third parties that have content on our Site prior to accessing such content. However, we do not endorse or approve of any such third party’s privacy policies, rules or procedures.

## **How We Use and Share Collected Information**

In addition to the manner in which we use and share data, as described above, DRIVERDX and its suppliers may use and disclose Collected Information in the manner described below. We do not use, sell, rent, or otherwise disclose Collected Information except as stated in this Privacy Policy and as required or permitted by applicable law.

**Purpose Collected and Communication with You.** We will use and share your personal information and other Collected Information for the purpose for which it was collected, for example, to process and communicate with you in connection with your requests for information, quotes, or services, to respond to career inquiries or applications, to administer DRIVERDX business activities, to provide the Site and our Services, and to provide you with information and communications that you request. We may also use Collected Information to notify you of changes made to the Site (e.g., changes to our Terms and Conditions or this Privacy Policy).

**Promotional Communications.** DRIVERDX may use Collected Information to send you promotional communications about DRIVERDX or our services, but only to the extent permitted by applicable law and in any case in accordance with your preferences. In order to provide you with a personalized experience, these communications may be tailored to your preferences based on, for example, inferences we make using your visits to the Site or the links you click on in DRIVERDX emails. You may opt out of receiving promotional communications from us at any time by following the unsubscribe instructions contained in the email, where applicable, or by contacting us using the contact information provided below under "Contact Us." Note that, even if you opt out of receiving promotional communications from DRIVERDX, you may still receive administrative communications from us with respect to your use of our Services.

**Sharing Collected Information with Our Suppliers.** We may disclose Collected Information to our suppliers and service providers as necessary for us to provide the Site and our Services to you, to engage in the use and sharing of Collected Information as permitted by this Privacy Policy, and as may be otherwise required or permitted by applicable law. These third parties may include, without limitation, carriers or drivers, our website and software management and hosting suppliers, cloud storage providers, website performance monitoring service providers, information technology security providers, marketing and public relations service providers, and email service suppliers. Our suppliers are authorized to and may use and disclose Collected Information as necessary for them to provide the applicable products and services to us and as provided by their own privacy policies.

**Evaluation and Improvement of Our Services.** We may use and disclose Collected Information to analyze, develop, and improve the content, materials, products, and services that we provide; to inform marketing and communication plans and strategies; to understand use demographics and preferences; to analyze the effectiveness of the Site and our Services; and to evaluate user needs and customize Site content and the user experience.

**Data Aggregation.** To the extent permitted by applicable law, we may aggregate personal information, user-generated content, and other Collected Information and use that aggregate data for our business purposes. We may use aggregate data to understand the needs and usage patterns of our customers and Site users, to determine what kinds of products and services we can provide, and to improve and enrich our Services. We may provide aggregate information to our affiliates, suppliers, and other third parties for these purposes. We may also combine Collected Information with other information in our possession for purposes of using information as described in this Privacy Policy.

**Lawful Processes; Security and Protection of Rights.** We may use and share Collected Information as required

or permitted in accordance with subpoenas, court orders, valid law enforcement requests, governmental agency requests, and other legal processes. We may use Collected Information and share it with third parties if we believe doing so is necessary or appropriate to protect our rights or the rights of others, including disclosing information as necessary to protect our operations, to enforce or bring legal action in the event of a violation of our agreements or policies, or to pursue remedies or limit damages that we may sustain.

**Business Transactions.** If DRIVERDX undergoes a change in control, acquisition, merger, reorganization, or asset sale (in whole or in part), we may transfer, sell, share, or otherwise disclose Collected Information to the subsequent owner(s) or successor(s) of those transactions. We may also disclose Collected Information in connection with the evaluation of those transactions. Those owner(s), successor(s), and other recipients, as applicable, will be bound by this Privacy Policy as it applies to the information disclosed. Also, if DRIVERDX or any of its assets are acquired or if DRIVERDX goes out of business, enters bankruptcy, or goes through some other change in control or reorganization, Collected Information may be one of the assets transferred to or acquired by a third party.

**With Your Consent.** With your consent, we may use and share your personal information and other Collected Information in ways not specifically described in this Privacy Policy.

## **Data Retention and Deletion**

*DRIVERDX retains data for as long as necessary for the purposes outlined in this Privacy Policy and our Terms and Conditions, subject to applicable law.*

*You may request deletion of your account at any time. DRIVERDX may retain your data after a deletion request due to legal or regulatory requirements or for reasons stated in this policy.*

DRIVERDX retains user data for as long as necessary for the purposes described above. This means that we retain different categories of data for different periods of time depending on the type of data, the category of user to whom the data relates, and the purposes for which we collected the data.

You may request deletion of your account at any time through the My Account screen/ More section in the DRIVERDX app.

Following an account deletion request, DRIVERDX deletes your account and data, unless it must be retained due to legal or regulatory requirements, for purposes of safety, security, and fraud prevention, or because of an issue relating to your account such as an outstanding credit or an unresolved claim or dispute. Because we are subject to legal and regulatory requirements relating to commercial drivers, this generally means that we retain your account and data for a minimum of 7 years after a deletion request.

## **Choices and Access**

To access or update your personal information as it exists in our records, or if you have questions or concerns about other personal information collected by us and would like assistance accessing that information please contact us by using the procedure described at the "Contact Us" section of this Privacy Policy below.

## **Information Security**

We take administrative, technical and physical measures to safeguard your personal information against unauthorized access, unauthorized disclosure, theft and misuse. This includes limiting access of employees to,

and the use of, your personal information. We do not publish all of our security measures online because this may reduce the effectiveness of our security measures. We take physical precautions to ensure that the computer servers on which your Collected Information is stored and archived are secure and that access to such servers is protected. We educate our employees with respect to their obligations to protect your Collected Information and we require our affiliates and any third-party service providers to take comparable steps to ensure the protection of any of your Collected Information that is shared with them.

DRIVERDX does not guarantee that loss, misuse, or alteration of Collected Information will not occur, but we have implemented appropriate technical and organizational security measures to help protect against the loss, misuse, and alteration of information under our control. The storage and communication of information can never be completely secure, so we do not guarantee that communications or other information that you submit or that are otherwise provided to us will be completely secure.

If you become aware of any breach of Site security or this Privacy Policy, please notify us immediately [info@driverdx.com](mailto:info@driverdx.com) and put PRIVACY ISSUE in the subject line. If our security system is breached, we will notify you of the breach only if and to the extent required under applicable law.

### **Access by Children**

The Site is not directed at children under 13 years of age. DRIVERDX does not knowingly collect or use information from children under 13 through the Site.

### **Third-Party Websites and Services**

The Site may link to or be linked to websites, applications, or services that are not maintained or controlled by DRIVERDX. DRIVERDX is not responsible for the privacy policies or practices of any third parties or any third-party websites, applications, or services. This Privacy Policy does not apply to any third-party websites, applications, or services or to any personal or other information that you may provide to third parties. You should read the privacy policy for each website, application, and service that you visit or use.

### **Cross-Border Transfer**

Your personal information and other Collected Information may be stored and processed in any country where our or our suppliers' servers, databases, or facilities are located or operated. By accessing or using the Site, by ordering our Services, or by providing consent to us (where consent is required by law), you specifically acknowledge and agree that information will be transferred outside of the country from which you access the Services (including to Canada and the United States) and that such countries' data protection and related laws, regulations and rules may be different, and may require a lower standard of protection than those of the jurisdiction from where you access the Site. Your Collected Information will be subject to the laws of the country in which it is used or stored, and we shall not be held liable for the manner in which your Collected Information is used or stored in any such jurisdiction.

### **Contact Us**

If you have any questions or concerns regarding this Privacy Policy, contact us by email at [info@driverdx.com](mailto:info@driverdx.com) using the contact information listed on our Contact Us page.

