

PRIVACY DISCLOSURE STATEMENT

Our Commitment to Privacy: Safework Solutions, LLC is firmly committed to preserving your privacy. To better protect your privacy, we provide this privacy statement (“Statement”) explaining our online information practices and the choices you can make about the way your information is collected and used. To make this Statement easy to find, we make it available on our homepage, on the corporate information portion of our website and at every point where personally identifiable information may be requested.

We reserve the right to amend this Statement from time to time and will update the Website with the most recent version of this Statement. It is your responsibility to review this Statement to ensure that you are familiar with the most current provisions. If any changes are material, we may provide additional notice and/or opportunity to “opt-in” as appropriate.

Scope of this Statement: This Statement applies to the Safework Solutions, LLC.com website, including all sub-pages and any amendments to the site (the “Website”). This Statement also applies to all software and services we offer through our website, including free trials of our software, review our products and receive materials (collectively referred to as the “Services”).

This Statement does not apply to any website, product or service of any third-party company even if the website links to or from our website. We do not operate or control those websites, products or services and are not responsible for the privacy policies or the content of these other websites. You should check the policy statement of these other websites to determine whether you wish to share your personal information with them. By using our website, you are accepting our practices as described in this Statement. Your continued use of the Website will signify acceptance of this Statement.

The Information We Collect: This Statement applies to all information collected or submitted on the Website. Based on the activity you perform on Website; we collect different types of information. Personal Information refers to any information that can be used to identify a specific person, or any anonymous information (e.g. IP address) that is linked to a specific person. Personal Information does not include information that has been aggregated or made anonymous such that it can no longer be reasonably associated with a specific person. On some pages, you can register to receive Services. The types of Personal Information collected at these pages are name, title, company name, company address, email and phone number.

By providing us with your information, you consent to us using it for the purposes set out in this Statement. Like any other website, our site uses cookies to keep track of your visits and requests and to save your registration information including name, address, phone number and email address so you don’t have to re-enter it each time you visit our site. The following information is stored in cookies and our webserver logs about any visits to our Website: Your IP address, type of Internet browser, the operating system of the computer you use to access the site, date and time you visit the site, and pages you visit on the site, If you linked to our site from another website, and the address of that website If you linked to the site from a search engine, the address of that search engine and the search term you used. We use this information to help identify you and your session, to gather broad demographic information, to help diagnose problems with our server, to measure web traffic and usage activity on our website and to administer our website.

INFORMATION WE DO NOT COLLECT: We **DO NOT** collect nor have any use for the following personal information including but limited to:

- Social Security numbers (US, CA, UK, etc.)
- Driver’s License numbers.

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- Personal home addresses
- Health care information
- Banking information

The Way We Use Information: We use the information you provide about yourself when placing a request for a Service to provide you with the Service. We use email addresses to answer the email we receive and to process your request. We use phone numbers to contact you to follow up on your request. We may also use the information you provide to further contact you to discuss your interest in our company, the Services that we provide, and send you information regarding our company and partners such as promotions and events. We do not share any of this information with outside parties except to the extent necessary to provide the Service (for instance, a request for information pertaining to an Safework Solutions, LLC partner).

You can register with our website if you would like to receive our newsletter, safety observance calendar as well as updates on our new products and services. Each newsletter contains an unsubscribe link should you wish to no longer receive the newsletter. You will not be added to any Safework Solutions, LLC email list, or any other mailing list, without your consent.

We use non-identifying and aggregate information to better design our website and advertising campaigns. For example, we may calculate that X number of individuals visited a certain area on our website, or that Y number of people resulted in requesting information, and Z number did not, but we do not share any information with advertising or marketing firms that could disclose anything that could be used to identify those individuals.

Sharing and Disclosure of Information: Safework Solutions, LLC **DOES NOT** sell or rent your Personal Information to marketers or third parties. We may share your Personal Information with trusted third parties who are integral to the operation of our Website and Services including Safework Solutions, LLC partners, verification services, as well as any third parties that you have directly authorized to receive your Personal Information.

We may store your Personal Information in locations outside the direct control of Safework Solutions, LLC, for instance, on servers or databases co-located with hosting providers including Microsoft Azure. We may disclose your Personal Information to law enforcement, government officials, or other third parties if we are compelled to do so by subpoena, court order or other legal process. We must do so to comply with laws, statutes, rules, or regulations, or if we believe in good faith that the disclosure is necessary to prevent physical harm or financial loss, to report suspected illegal activity, or to investigate violations of our terms and conditions.

We may share or transfer information we collect under this privacy policy in connection with any merger, sale of company assets, financing, or acquisition of all or a portion of our business to another company. You will be notified via email and/or a prominent notice on the Services if a transaction takes place, as well as any choices you may have regarding your information. Finally, we never use or share the personally identifiable information provided to us online in ways unrelated to the ones described above without also providing you an opportunity to opt-out or otherwise prohibit such unrelated uses.

Choice and Opt-Out: You can elect not to provide Personal Information, but this may limit your ability to use our Services. You can also opt-out of email communications by clicking on the unsubscribe link included in such communications.

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You may wish to opt out of having cookies set in your browser by deleting all cookies and disallowing further acceptance of cookies. Note that disabling cookies on your browser prevents us from tracking your activities in relation to the Website and Services. This may also disable many of the features available through our Websites and Services.

Our Commitment to Data Security: To prevent unauthorized access, maintain data accuracy, and ensure the correct use of information, we have put in place appropriate physical, electronic, and managerial procedures to safeguard and secure the information we collect online.

Data Breaches: We will notify authorities and individuals regarding any breaches to compromised personal information that present a “risk of serious injury” to affected individuals. The determination of a risk of serious injury is assessed under the “real risk of significant harm” factors, which generally evaluate the sensitivity of the personal information involved in the breach and the probability that the personal information is subject to misuse. We will keep a register of all breaches.

Our Commitment to Children’s Privacy: Protecting the privacy of the very young is especially important. For that reason, we never collect or maintain information at our website from those we know are under 18, and no part of our website is structured to attract anyone under 18. If we learn that we have inadvertently collected personal information for a child under 18, we will delete that information as quickly as possible.

Online Forums: The Website may make chat rooms, forums, message boards, and/or news groups available to its users. These are public venues and any information that is disclosed in these areas becomes public information and you should exercise caution when deciding to disclose information on these venues.

We do not want to receive confidential or proprietary information from you through these online forums or other areas of our website. Please note that any information or material sent to us will be deemed NOT to be confidential. By sending us any information or material, you grant us an unrestricted, irrevocable license to use, reproduce, display, perform, modify, transmit and distribute those materials or information, and you also agree that we are free to use any ideas, concepts, know-how or techniques that you send us for any purpose. However, we will not release your name or company’s name or otherwise publicize the fact that you submitted materials or other information to us unless: (a) we obtain your permission to do so, (b) we first notify you with the materials or other information you submit to a particular part of this Website will be published or otherwise used with your identifying information on it; or (c) we are required to do so by law.

Third Party Vendor Advertising: Third party vendors, including Google and Bing, show Safework Solutions, LLC ads on sites on the internet. Third party vendors, including Google and Bing use cookies to serve ads based on a user’s prior visits to Safework Solutions, LLC’s website. These ads are based on Google’s or Bing’s use of cookies. To opt out of these ads you must visit the Google or Bing advertising opt-out page.

EU Data Protection Directive Considerations: European Union (EU) law allows personal data to flow outside the EU only if there is an adequate level of protection in the country of destination or if a number of specific exceptions apply. On December 20, 2001, the European Commission recognized that the Canadian Personal Information Protection and Electronic Documents Act (PIPEDA) provides adequate protection for certain personal data transferred from the EU to Canada. This will allow EU operators to send certain personal data to recipients in Canada subject to the Canadian Act, without additional safeguards being needed to meet the requirements of the EU Data Protection Directive. For more information, visit:

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https://ec.europa.eu/info/law/law-topic/data-protection/international-dimension-data-protection/adequacy-decisions_en

California Consumer Privacy Act Considerations: This Privacy Notice applies to Safework Solutions, LLC's collection, and use of United States Residents' Personal Information, particularly where such use or collection is governed by the California Consumer Privacy Act. Although the CCPA applies to Personal Information of individuals that are residents of California, Safework Solutions, LLC may as a courtesy extend some of the CCPA's requirements to the Personal Information of residents of the United States of America more broadly.

Please read this Privacy Notice carefully because it provides important information and explains your rights. Please visit this website from time to time, as we may update our notice for changes in the law or our data practices. If you have any questions or concerns, or wish to exercise your privacy rights, we invite you to contact us by any of the methods listed at the bottom of this Privacy Notice. If you have provided your Personal Information to Safework Solutions, LLC when communicating or transacting with us on behalf of your employer or another business, you can exercise the following rights:

Your Right to Request Disclosure of Information We Collect And Share About You: We are committed to ensuring that you know what information we collect about you. You can submit a request to us for the following information, with respect to Personal Information we have collected:

- The categories of Personal Information we've collected about you.
- The categories of sources from which we collected the Personal Information.
- The business or commercial purposes for which we collected or sold the Personal Information.
- The third parties with whom we shared the information.
- The specific pieces of information we collected.

Your Right to Ask Us Not To Sell Your Personal Information: Safework Solutions, LLC does not sell or rent your Personal Information to marketers or third parties.

We Are Committed to Honoring Your Rights We are committed to providing Consumers control over their Personal Information. If you exercise any of the rights explained in this Privacy Notice, we will continue to treat you fairly.

How do we keep your Personal Information secure? We implement and maintain reasonable security appropriate to the nature of the personal information that we collect, use, retain, transfer or otherwise process. Our reasonable security program is implemented and maintained in accordance with applicable law and relevant standards as outlined in the report issued by the California Attorney General in February 2016, available at <https://oag.ca.gov/sites/all/files/agweb/pdfs/dbr/2016-data-breach-report.pdf>.

Specifically, among other safeguards, our reasonable security program implements and maintains all 20 of the Center for Internet Security's Critical Security Controls for Effective Cyber Defense identified in Appendix A of the California Attorney General Report. As noted in that report, "there is no perfect security," and reasonable security is a process that involves risk management rather than risk elimination. While we are committed to developing, implementing, maintaining, monitoring and updating a reasonable information security program, no such program can be perfect; in other words, all risk cannot reasonably be eliminated. Data security incidents and breaches can occur due to vulnerabilities, criminal exploits or other factors that cannot

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reasonably be prevented. Accordingly, while our reasonable security program is designed to manage data security risks and thus help prevent data security incidents and breaches, it cannot be assumed that the occurrence of any given incident or breach results from our failure to implement and maintain reasonable security.

Requests for Specific Pieces of Personal Information: We will ask you for at least three pieces of Personal Information and endeavor to match those to information we maintain about you. Additionally, we require that you provide a declaration attesting to your identity, signed under penalty of perjury.

If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request. We will notify you to explain the basis of the denial. Additionally, we will treat the request as one seeking disclosure of the categories of Personal Information we have collected about you and endeavor to verify your identity using the less-stringent standards applicable to such requests.

Requests for Categories of Personal Information Collected About You: We will ask you for at least two pieces of Personal Information and endeavor to match those to information we maintain about you. If we are unable to verify your identity with the degree of certainty required, we will not be able to respond to the request. We will notify you to explain the basis of our denial.

Data Privacy Officer (DPO's) How to Contact Us: Should you have other questions or concerns about these privacy policies, or wish to exercise your rights under the governing Privacy laws Federal and State Laws, including California Consumer Privacy Act, Law 64 of Quebec, and others please contact: Data Privacy Officer, Tony Debenport, Co-Founder and CTO who may be contacted via email at info@safework.solutions, or call us toll-free at **1-833-797-8483**.