

## **CALIFORNIA PRIVACY NOTICE TO INDEPENDENT CONTRACTORS**

Exel Inc. and Genesis Logistics Inc. (collectively, the “**Company**” or “**we**”) provide this California Privacy Notice (“**Notice**”) to describe our privacy practices with respect to our collection of Personal Information as required under the California Consumer Privacy Act of 2018 (“**CCPA**”). This Notice applies only to independent contractors who reside in the State of California, provide services as individual natural persons not as business entities (“**Consumers**”) and from whom we collect “**Personal Information**” as described in the CCPA. We provide you this Notice because under the CCPA, California residents who are independent contractors qualify as Consumers. For purposes of this Notice, when we refer to Consumers, we mean you only to the extent you are an independent contractor of the Company who resides in California.

### **Information we collect about Consumers.**

We may collect Personal Information from you in a variety of different situations and using a variety of different methods, including, but not limited to, on our website, your mobile device, through email, in physical locations, through written applications, through the mail, and/or over the telephone. Generally, we may collect, receive, maintain, and use the following categories of Personal Information, depending on the particular Business Purpose and to the extent permitted under applicable law:

<b>CATEGORY</b>	<b>EXAMPLES</b>
Personal Identifiers & Contact Information	Name, alias, postal or mailing address, email address, telephone number, social security number, driver’s license or state identification card number, username and password for Company accounts and systems
Professional Related Information	Tax forms/1099 forms, safety records, licensing and certification records, performance records, information related to services provided by Independent Contractors, including but not limited to statements of work
Financial Information	Invoices billed to the Company, payments made by the Company, other financial account information
Visual, Audio or Video Recordings in the Workplace	Surveillance camera footage or pictures of Independent Contractors taken in the workplace or at a Company function or event
Facility & Systems Access Records	Information identifying which Independent Contractor accessed secure Company facilities, systems, networks, computers, and equipment, and at what times, using their keys, badges, fobs, login credentials, or other security access method
Internet, Network, and Computer Activity	Internet or other electronic network activity information related to usage of Company networks, servers, intranet, or shared drives, including system and file access logs, security clearance level, browsing history, search history, and usage history

Mobile Device Security Information	Data identifying Independent Contractors devices accessing Company networks and systems, including cell phone make, model, and serial number, cell phone number, and cell phone provider
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### **How We Use Personal Information.**

The Personal information we collect and our use of Personal Information may vary depending on the circumstances. This Notice is intended to provide an overall description of our collection and use of Personal Information. Generally, we may use or disclose Personal Information we collect from you or about you for one or more of the following purposes:

1. To fulfill or meet the purpose for which you provided the information.
2. To comply with state and federal law and regulations requiring businesses to maintain certain records (accident or safety records, and tax records/1099 forms).
3. To engage the services of independent contractors and compensate them for services.
4. To evaluate, make, and communicate decisions regarding an Independent Contractor, including decisions to hire and/or terminate.
5. To grant Independent Contractors access to secure Company facilities, systems, networks, computers, and equipment, and maintain information on who accessed such facilities, systems, networks, computers, and equipment, and what they did therein or thereon.
6. To implement, monitor, and manage electronic security measures on Independent Contractor devices that are used to access Company networks and systems.

### **Contacting us about this notice.**

If you have any questions or concerns regarding our use of Personal Information as described in this Notice, please contact the Corporate Data Protection team at [Privacy.Policy@DPDHL.com](mailto:Privacy.Policy@DPDHL.com).