

Privacy Policy

Effective Date: May 3, 2025

- 1. Introduction.** LaborLocker (hereinafter referred to as “we,” “us,” or “our”) is committed to safeguarding the privacy of its users. This Privacy Policy elucidates the manner in which we collect, utilize, disclose, and protect your information when you access and utilize our website located at <https://www.laborlocker.io/> (hereinafter referred to as the “Site”). By accessing or using the Site, you consent to the data practices described in this Privacy Policy.
- 2. Information We Collect**
 - a. Personal Information.** We may collect personally identifiable information (“Personal Information”) that you voluntarily submit to us in the following instances:
 - i. When you register an account on the Site;
 - ii. When you complete and submit forms on the Site;
 - iii. When you subscribe to our email newsletter or other communications;
 - iv. When you process payments for services offered on the Site;
 - v. When you communicate with us through contact forms, email, telephone, or other means.

The Personal Information we collect may include, but is not limited to, your name, email address, telephone number, postal address, payment details (such as credit card information), and any other information you elect to provide to us.

- b. Non-Personal Information.** We may automatically collect certain non-personal information about you as you interact with our Site. This information may include your browser type, operating system, internet protocol (IP) address, referring website addresses, pages you visit on our Site, the time and date of your visits, and other data concerning your browsing activities on the Site.
- 3. How We Use Your Information.** The information we collect is utilized for various legitimate business purposes, including:
 - a. To provide, operate, and maintain the functionality of our services offered on the Site;
 - b. To process and fulfill transactions, including verifying your identity and processing payments;
 - c. To analyze and improve the content, functionality, and user experience of our Site and services;
 - d. To communicate with you regarding your account, provide customer support, and respond to your inquiries;
 - e. To send you newsletters, marketing communications, and promotional materials related to our services, where permitted by applicable law and in accordance with your preferences;
 - f. To monitor and analyze usage trends and patterns on the Site;
 - g. To ensure the security and integrity of our Site and services;
 - h. To comply with applicable laws, regulations, legal processes, or governmental requests.
- 4. Sharing Your Information.** We do not engage in the practice of selling, trading, or renting your Personal Information to unaffiliated third parties for their direct marketing purposes.

However, we may disclose your information in the following limited circumstances:

- a. **Service Providers:** We may share your information with third-party service providers who perform services on our behalf, such as website hosting, payment processing, data analysis, email delivery, and other operational support. These service providers are contractually obligated to protect your information and are restricted from using it for any purpose other than providing the contracted services.
 - b. **Legal Compliance and Protection:** We may disclose your information to law enforcement agencies, regulatory bodies, or other governmental authorities if we are required to do so by law or legal process, or if we believe in good faith that such disclosure is necessary to (i) comply with a legal obligation, (ii) protect our rights or property, (iii) prevent fraud or other illegal activity, (iv) protect the safety of users of the Site or the public, or (v) defend against legal claims.
 - c. **Business Transfers:** In the event of a merger, acquisition, reorganization, sale of assets, or other corporate transaction involving our business, your information may be transferred to the acquiring entity or other relevant third party as part of the transaction.
 - d. **With Your Consent:** We may share your information with third parties when we have obtained your explicit consent to do so.
5. **Cookies and Tracking Technologies.** Our Site may utilize “cookies,” which are small text files placed on your device, and other similar tracking technologies such as web beacons and pixels. These technologies are used to enhance your browsing experience, personalize content, analyze website traffic, and for other operational and analytical purposes. You have the ability to manage your cookie preferences through your web browser settings. Most web browsers allow you to block or delete cookies or to receive a warning before a cookie is stored. Please note that disabling cookies may affect the functionality of certain parts of our Site.
6. **Third-Party Services.** Our Site may contain links to third-party websites or services that are not owned or controlled by us. Additionally, we may utilize third-party services, such as payment processors and analytics providers, that operate independently and have their own privacy policies. We encourage you to review the privacy policies of these third parties to understand their data handling practices. We are not responsible for the privacy practices of third-party websites or services.
7. **Data Security.** We implement reasonable and appropriate technical and organizational security measures designed to protect your Personal Information from unauthorized access, use, alteration, disclosure, or destruction. These measures include, but are not limited to, encryption, firewalls, and secure socket layer (SSL) technology. However, please be aware that no method of transmission over the Internet or method of electronic storage is entirely secure. While we strive to use commercially acceptable means to protect your Personal Information, we cannot guarantee its absolute security.
8. **Your Rights and Choices.** Depending on your jurisdiction and applicable data protection laws, you may have certain rights regarding your Personal Information, which may include:
 - a. **Right to Access:** You may have the right to request access to the Personal Information we hold about you and to receive a copy of such information.
 - b. **Right to Rectification:** You may have the right to request the correction of any inaccurate or incomplete Personal Information we hold about you.
 - c. **Right to Erasure (Right to be Forgotten):** In certain circumstances, you may have the right to request the deletion of your Personal Information.
 - d. **Right to Restriction of Processing:** You may have the right to request the restriction of the processing of your Personal Information in certain situations.

- e. **Right to Data Portability:** You may have the right to receive the Personal Information you have provided to us in a structured, commonly used, and machine-readable format and to transmit that data to another controller.
- f. **Right to Object:** You may have the right to object to the processing of your Personal Information in certain circumstances, such as for direct marketing purposes

To exercise any of these rights, please contact us using the contact information provided in Section 11 below. We will respond to your request in accordance with applicable data protection laws. We may require you to verify your identity before processing your request.

- 9. Children's Privacy.** Our Site is not intended for use by individuals under the age of thirteen (13). We do not knowingly collect Personal Information from children under 13. If we become aware that we have collected Personal Information from a child under 13 without verifiable parental consent, we will take steps to promptly delete such information from our records. If you are a parent or guardian and believe that your child has provided us with Personal Information, please contact us immediately.
- 10. Changes to This Privacy Policy.** We reserve the right to modify or update this Privacy Policy at any time. When we make material changes to this Privacy Policy, we will update the "Last Updated" date at the top of this page. We encourage you to review this Privacy Policy periodically to stay informed about our data practices. Your continued use of the Site after the posting of a revised Privacy Policy constitutes your acceptance of the changes.
- 11. Contact Us.** If you have any questions, concerns, or requests regarding this Privacy Policy or our data practices, please contact us at:

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Sheridan, WY 82801

Email: support@laborlocker.io