



# Privacy Policy

Updated: 01/02/2025

At Enablx Inc ("we", "our", "us"), your privacy is important to us. This Privacy Policy outlines how we collect, use, store, and protect your personal information when you interact with our website, products, and services (collectively, the "Services").

The purpose of this Privacy Notice is to explain to you the Personal Information we may collect about you and how we may process that Information. We will also explain who you can contact about concerns you have regarding your Personal Information. And through this Policy, we announce our commitment to the protection of your Personal Information and to ensure the appropriate technical and organizational measures to protect such information against unauthorized or unlawful processing and against accidental loss, alteration, disclosure, or access, and accidental or unlawful destruction or damage thereto, and to abide by all applicable laws, including:

- The General Data Protection Regulation Act ("GDPR")
- Canada's Personal Information Protection and Electronic Documents Act ("PIPEDA"),
- California's Consumer Privacy Act ("CCPA"),
- Colorado's Privacy Act,
- Utah's Consumer Privacy Act,
- Virginia's Consumer Data Protection act,
- the Fair credit Reporting Act ("FCRA"),
- the Graham Leach Bliley Act ("GLBA"),
- the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), and
- all other commensurate laws which apply.

If you have any questions, please contact [privacy@enablx.com](mailto:privacy@enablx.com).

## **1. Information We Collect**

### **a. Information You Provide to Us**

- Name, email address, phone number, company name
- Login credentials (if applicable)
- Payment or billing information
- Personal Information about you from third parties or public sources as needed to support the employment relationship or to engage with you concerning job opportunities at Enablx. For example, before and during your employment or assignment with Enablx, we may collect information from public professional networking sources, such as your LinkedIn profile, for recruitment purposes.
- We also may conduct lawful background screenings, to the extent permitted by law, through a third-party vendor for information about your past education, employment, credit and/or criminal history. In the event of a natural disaster or other life/safety emergency, we may rely on public social media posts or other public sources to account for employees if otherwise unable to contact them.
- Additionally, if there is an investigation of an incident involving employees, we may obtain information relevant to the incident from external sources including private parties, law enforcement, or news sources and public social media posts.
- Any other information you submit via contact forms, support channels, or during account registration

### **b. Information We Collect Automatically**

- IP address
- Browser type and version
- Device identifiers
- Usage data (pages visited, time spent, links clicked)
- Cookies and similar tracking technologies

### **c. Information from Third Parties**

We may collect information from third-party platforms (e.g., Google, LinkedIn) if you interact with our content or services through those platforms. We may also collect information from our clients if they provide us with your personal information while providing services to them.

### **d. Personal Information Quality**

The personal information we obtain and process shall be adequate, relevant and not excessive in relation to the purposes for which the information is processed or used. When we store your personal information, we will take reasonable steps necessary to ensure that such information is not alterable, except by those authorized to do so, for necessary reasons and for reasons authorized by applicable law.

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## **2. How We Use Your Information**

We use your personal data to:

- Provide, operate, and maintain our Services
- Respond to inquiries and provide customer support
- Personalize user experience and improve our Services
- Send updates, newsletters, or marketing communications (you may opt out at any time)
- Process transactions and manage your account
- Comply with legal obligations. We may process your Personal Information when necessary to comply with laws and regulations – e.g., minimum wage laws, labor laws, tax laws, health and safety, anti-discrimination laws, migration, and data subject rights.
- For our current employment relationship. We will process your Personal Information to manage our employment relationship with you, and to fulfill our obligations to you as your employer, including on-boarding, processing payroll, administering benefits, administering retirement, managing personal time off/ personal leave/ FMLA/ vacation/ etc., tax reporting, and so forth. We may process your Personal Information to measure and improve upon internal processes and policies, by using work data to conduct research into efficiencies, human resources, training development, and product development. Where possible, we will anonymize your Personal Information, and where required by law, will eliminate all personal identifiers.
- For former employment relationships. We will keep your Personal Information as long as necessary, but no longer than reasonably necessary to comply with all applicable employment-related laws and other legal concerns.

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## **3. Sharing Your Information**

We do not sell your Personal Information. We may share data with:

- Service providers (e.g., hosting, analytics, payment processing)

- Legal authorities when required by law
- Business partners only with your consent
- In case of a business transfer, such as a merger or acquisition

Our clients are not bound by this Privacy Notice and therefore may sell Personal Information we process on their behalf. Please review their Privacy Policies for further information concerning how they may use your Personal Information.

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#### **4. Data Retention**

We retain personal information for as long as necessary to fulfill the purposes described in this policy, unless a longer retention period is required by law. We will keep your Personal Information if it is necessary to do so for business purposes or legal requirements, after which point your Personal Information will be deleted and purged from our systems.

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#### **5. Your Rights**

Depending on your location, you may have the right to:

- Access the personal data we hold about you
- Request correction or deletion
- Object to or restrict certain processing
- Request data portability
- Withdraw consent (where applicable)
- Lodge a complaint with a supervisory authority

If you choose to exercise these rights, Enablx will not take any retaliatory action against you. We will not deny you goods or services, charge different rates, provide a different level of quality. To exercise these rights, please contact us at [privacy@enablx.com](mailto:privacy@enablx.com).

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#### **6. Security**

We implement appropriate security measures to protect your data. However, no method of transmission over the Internet is 100% secure. We cannot guarantee absolute security. We maintain organizational, physical, and technical security arrangements for all the Personal Information we hold. We have a security program focused on governance, continual assurance

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and risk assessments with specific policies, standards, procedures, processes, guardrails, and protocols to maintain and enforce Enablx Information Security controls.

We utilize commercially standard measures and processes, such as using encryption when transmitting sensitive information, with the goal of maintaining and securing the privacy of your Personal Information. Enablx monitors and secures its network infrastructure through automated tools such as network authentication, anti-malware software, data-loss protection tools, website filtering and spam filtering software, and access and transaction logging, with the purpose of protecting Enablx, its employees, its clients, and its customers from harm.

We provide all Enablx employees with training and education on their security obligations to protect the confidentiality, integrity, and availability of Personal Information and on how to report potential security incidents.

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## **7. Cookies and Tracking**

We use cookies and similar technologies to enhance your experience. You may control or disable cookies through your browser settings.

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## **8. Children's Privacy**

Our Services are not intended for children under 13. We do not knowingly collect data from children. If you believe a child has provided us with personal data, contact us immediately.

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## **9. International Users**

If you are accessing our Services from outside the United States, note that your data may be transferred to and processed in the United States, where privacy laws may differ.

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## **10. Changes to This Privacy Policy**

We may update this Privacy Policy periodically. Changes will be posted here and shall be effective on the date posted in this notice, and will apply to all users past and present.

## 11. Contact Us

If you have questions or concerns about this Privacy Policy, please contact:

**Enablx Inc**

100 Enterprise Drive

Suite 505

Rockaway, NJ 07866

Email: [privacy@enablx.com](mailto:privacy@enablx.com)

Phone: 800-472-2291