

## Deputy Acceptable Use Policy

Deputy strives to deliver a safe, secure and respectful experience for our users and customers. This Acceptable Use Policy sets clear expectations in relation to how you use Deputy's Services (which includes our websites, Deputy's workforce management solutions and related services).

Deputy will not tolerate any of the following activities:

- Discrimination, Harassment or Violence
- Other Wrongful Activities
- Technology Disruption

Details as to what each of these terms mean is set out below:

<b><i>Discrimination, Harassment &amp; Violence</i></b>	<p>Using the Services to directly or indirectly discriminate against others, including discrimination based on race, ethnicity, colour, ancestry, national origin, religion, gender, sexual orientation, age, disability or medical condition.</p> <p>Using the Services in a manner which would or would likely incite, promote or support such discrimination.</p> <p>Using the Services to stalk, bully, harass, threaten or incite violence against others.</p> <p>Using the Services to support you or your organisation in:</p> <ul style="list-style-type: none"><li>• directly or indirectly discriminating against others,</li><li>• inciting, promoting or supporting such discrimination</li><li>• stalking, harassing, threatening or inciting violence against others.</li></ul>
<b><i>Other Wrongful Activities</i></b>	<p>Using the Services for any illegal or unlawful purpose, in violation of any law (including without limitation data, privacy, or employment laws) or for other wrongful acts.</p> <p>Using the Services to violate the privacy of others, or unlawfully copying, collecting or gathering other people's personal information or personal data (including account names or information) from our Services.</p> <p>Using the Services to infringe the intellectual property rights of Deputy or any third party.</p> <p>Posting, uploading, sharing, submitting, or otherwise providing content</p>

	<p>on our Services that:</p> <ul style="list-style-type: none"> <li>● infringes the intellectual property rights of Deputy or any third party;</li> <li>● is deceptive, fraudulent, illegal, obscene, defamatory, libelous, threatening, harmful to minors, pornographic, indecent, harassing or hateful;</li> <li>● could otherwise cause damage to Deputy or any third party.</li> </ul>
<p><b><i>Technology Disruption</i></b></p>	<p>Modifying, adapting, reverse-engineering, decompiling, disassembling, copying or hacking our Services.</p> <p>Circumventing or breaking any encryption, decryption or other security or authentication measure contained in the Services (or attempting to)</p> <p>Probing, scanning, or testing the vulnerability of any system or network that hosts our Services (excluding authorised probing, scanning and testing).</p> <p>Gaining unauthorized access to the Services or data stored within the Services (or attempting to).</p> <p>Sending or storing material on our Services containing software viruses, bots, scripting exploits worms, trojan horses or other harmful computer code.</p> <p>Overwhelming or attempting to overwhelm our Services by imposing an unreasonably large load on our systems that consume extraordinary resources.</p>

If Deputy (in its sole discretion) determines that a user or customer has violated either the letter or the spirit of this Acceptable Use Policy, then without affecting any other remedies available to us, Deputy may direct the customer to remove content and/or permanently or temporarily terminate or suspend a user's account or access to the Services without notice or liability.