COOKIE POLICY

JobsWorkers, Inc. · Version 2026-07.1 · Last Updated: July 31, 2026

1. About This Policy

This Cookie Policy explains how JobsWorkers, Inc. ("JobsWorkers," "we," "us") uses cookies and similar technologies on our websites — jobsworkers.com and its subdomains, including administrative pages and pages where payment or identity flows load (for example, payout onboarding pages under jobsworkers.com/connect) (together, the "Sites").

This Policy supplements the JobsWorkers Privacy Policy. The Privacy Policy governs how any personal information collected through these technologies is used, shared, and protected; if there is any conflict between this Policy and the Privacy Policy, the Privacy Policy controls. The "Jobs" and "Jobs Workers" mobile applications do not use browser cookies; Section 4 explains the technologies they use instead.

2. What Cookies and Similar Technologies Are

Cookies are small text files that a website stores on your browser or device. "Session" cookies expire when you close your browser; "persistent" cookies remain for a set period. "First-party" cookies are set by the site you are visiting; "third-party" cookies are set by another provider whose technology the site uses. Similar technologies include browser local storage (small amounts of data stored by your browser), pixels, and software development kits (SDKs) embedded in mobile applications.

3. Cookies We Use on the Sites

Our Sites use only cookies and similar technologies that are strictly necessary for the Sites to function, including for security, session management, and fraud prevention. We do not use advertising cookies, and we do not currently use third-party analytics cookies. This is consistent with our Privacy Policy, which states that the jobsworkers.com website uses only essential cookies and similar technologies necessary for it to function.

The categories in use are:

Category	Set by	Purpose	Typical duration
Security and performance	Cloudflare	Protect the Sites against bots, abuse, and denial-of-service attacks, and route traffic reliably (for example, the __cf_bm bot-management cookie).	Approximately 30 minutes
Authentication and session	JobsWorkers	Keep you signed in to account and administrative pages on the Sites during a session (secure, httpOnly session cookies).	Session
Payments and fraud prevention	Stripe	Detect and prevent fraud on pages where Stripe payment, payout, or identity flows load (for example, the __stripe_mid and __stripe_sid cookies).	Approximately 30 minutes to 1 year

We do not set advertising cookies on the Sites, and we do not use cookies to track you across other companies' websites. If we adopt analytics or any other non-essential cookies in the future, we will update this Policy before doing so and will provide any consent or opt-out mechanism required by applicable law.

4. The Mobile Applications

The "Jobs" and "Jobs Workers" mobile applications do not use browser cookies. They use your device's local application storage to keep you signed in (session tokens) and to remember your in-app preferences, and they include the third-party SDKs described in the Privacy Policy (for example, Stripe for payments and identity verification, Google for address search and autocomplete, Agora for in-app voice calls, and Amazon Web Services for hosting and delivery). How information collected through the applications is used and shared is governed by Sections 2, 5, and 6 of the Privacy Policy. Push-notification tokens and your notification choices are described in the Privacy Policy and are managed in your device settings.

5. Your Choices

You can control and delete cookies through your browser settings, including blocking some or all cookies. Because every cookie we currently set is strictly necessary for the Sites to function, blocking or deleting them may prevent parts of the Sites — such as signing in, security checks, or payment and payout onboarding pages — from working.

Because every cookie we set is strictly necessary for the Sites to function, there are no non-essential cookies for you to accept or reject, and the consent requirements that apply to advertising, analytics, and other non-essential technologies are not triggered. If we ever introduce such technologies, we will update this Policy before doing so and will provide the consent or opt-out mechanism that applicable law requires.

6. Do Not Track and Universal Opt-Out Signals

Some browsers can send a "Do Not Track" (DNT) signal. No uniform industry standard for responding to DNT signals has been adopted, and our Sites do not respond to browser DNT signals.

Some browsers and extensions can send universal opt-out preference signals, such as the Global Privacy Control (GPC), to opt the user out of the sale or sharing of personal information and out of targeted advertising. As described in Section 6.5 of the Privacy Policy, we do not sell personal information, do not share it for cross-context behavioral advertising, and do not use it for targeted advertising — so there is currently no sale, sharing, or targeted advertising for such a signal to opt you out of. If our practices ever change, we will update this Policy and the Privacy Policy and will recognize the Global Privacy Control and other universal opt-out signals where applicable law requires.

7. Changes; Language; Contact

We may update this Policy from time to time, for example if the technologies used on the Sites change. The version identifier above reflects the current version, and material changes will be announced on the Sites before they take effect. This Policy is drafted in English, and the English version controls; any translation is provided for convenience only.

Questions: JobsWorkers, Inc., Attn: Legal, 131 Continental Dr, Suite 305, Newark, DE 19713, United States — email: legal@jobsworkers.com.