

SENDARIDE DRUG AND ALCOHOL USE AND TESTING POLICY

SendaRide, Inc. is committed to providing a platform for users and independent contractors that is a safe and provides reliable services. Care Partners are expected to be in a suitable mental and physical condition using the SendaRide platform, allowing them to perform their jobs effectively and safely.

All Care Partners agree that they will not use, sell, dispense, distribute, possess, or manufacture illegal drugs or alcoholic beverages while using SendaRide's platform. In addition, Care Partners agree that they will not use or sell illegal drugs or alcoholic beverages when such activities adversely affect performance, safety, or SendaRide's reputation. All Care Partners agree that they will be subject to prohibition of use of the SendaRide platform if they violate this policy.

The proper use of controlled medications or over-the-counter drugs as part of a prescribed medical treatment program of the individual does not constitute, by that fact alone, a violation of this Policy. However, because this Drug and Alcohol Use and Testing Policy is a zero-tolerance policy, if it is discovered that a Care Partner was under the influence of drugs (including, but not limited to marijuana) or alcohol while utilizing or accessing the SendaRide platform in any way, such Care Partner will be subject to prohibition from the Sendaride platform.

Investigation Following User Complaint:

Upon receipt of a complaint alleging a violation of this policy, SendaRide will immediately suspend Care Partner's access to the SendaRide platform and will conduct an investigation into the reported incident. Care Partner will remain suspended during the course of the investigation. Records of such a complaint and following investigation will be kept for at least two (2) years from the date that a complaint is received by SendaRide.

A complaint may be filed by emailing legal@SendaRide.com, by calling our Customer Service department at 1-800-731-1885 or anonymously by calling our Ethics hotline at 1-844-938-4421.