



FITFORSHIFT
WELLNESS

Contact@fitforshift.com | www.fitforshift.com

PRIVACY POLICY

International Edition

Effective Date: January 1, 2025 | Last Updated: May 5, 2026

Applies to: All jurisdictions outside the United States, including Canada, European Union member states, United Kingdom, Australia, New Zealand, and all other international regions.

1. INTRODUCTION

Fit For Shift ("we," "our," or "us") is a wellness platform designed exclusively for first responders, including law enforcement officers, firefighters, emergency medical services personnel, correctional officers, and 911 dispatchers. This Privacy Policy explains how Fit For Shift collects, uses, stores, and protects information gathered through our website at www.fitforshift.com, our online forms, and our wellness platform.

This International Edition of our Privacy Policy applies to all individuals located outside the United States, including visitors, Members, Sponsors, and Agency contacts located in Canada, the European Union, the United Kingdom, Australia, New Zealand, and all other international regions. The applicable provisions for your jurisdiction are identified throughout this Policy.

By visiting our Site, submitting any form, or using our platform, you acknowledge that you have read and understood this Privacy Policy. Fit For Shift is headquartered in the State of Texas, United States.

2. INFORMATION WE COLLECT

a. Website Visitor Data: Our website is hosted on Wix. When you visit www.fitforshift.com, Wix and standard web analytics tools may automatically collect certain technical information, including your IP address, browser type and version, operating system, pages visited, time spent on pages, and referring URLs. This data is used to understand how our Site is used and to improve the visitor experience. This information is collected by Wix as the website platform provider and is subject to Wix's own Privacy Policy, available at wix.com/about/privacy.

b. Inquiry and Interest Forms: Our Site contains forms through which visitors may submit inquiries as a prospective Member, Agency, or Sponsor. Through these forms, we may collect your name, email address, agency or organization name, number of personnel or members, and any additional information you voluntarily provide. This information is used solely to respond to your inquiry and is not used for third-party marketing and is not sold.

c. Member Verification Data: When an individual registers for the Fit For Shift platform, we collect their name, email address, and an uploaded agency-issued identification document for the purpose of verifying first responder employment status. This verification information is collected and reviewed exclusively by Fit For Shift. It is not transmitted to, stored within, or associated with our platform provider, Virtuagym. Once a Member's account has been created through Virtuagym, the verification documents are not retained on file by Fit For Shift.

d. Payment Information: Payments are processed through MoonClerk and Stripe. All transactions are charged in United States Dollars (USD). Payment information is collected and stored by MoonClerk and Stripe in accordance with Payment Card Industry Data Security Standards (PCI DSS). Fit For Shift does not store payment card numbers or sensitive financial data directly. Payment information is not stored within or associated with the Virtuagym platform.

e. Platform Usage Data: Once a Member has created an account through Virtuagym, their platform activity, fitness data, nutrition inputs, and wellness information are stored and managed by Virtuagym on secure servers through Amazon Web Services. Fit For Shift does not have access to individual Member health data, activity history, or feature usage through the Virtuagym platform.

3. HOW WE USE YOUR INFORMATION

Fit For Shift uses the information we collect for the following purposes only: to verify first responder eligibility; to respond to inquiries from prospective Members, Agencies, and Sponsors; to administer accounts, process billing, send renewal notifications, and deliver membership reports; to operate and improve the platform using aggregate non-identifiable data; and to comply with legal obligations. We do not use your information for third-party advertising, we do not sell your data to any party, and we do not share your information outside of the operational requirements described in this Policy.

4. THIRD-PARTY SERVICE PROVIDERS

Wix: Our website is hosted on the Wix platform. Wix may collect technical visitor data through the Site. Wix's Privacy Policy is available at wix.com/about/privacy.

Virtuagym: Our wellness platform is powered by Virtuagym. Member platform activity and wellness data is stored and processed by Virtuagym on Amazon Web Services infrastructure. Virtuagym acts as a data processor on behalf of Fit For Shift. Their Privacy Statement is available at support.virtuagym.com.

MoonClerk and Stripe: Payment processing is handled by MoonClerk and Stripe in accordance with PCI DSS standards. Their respective privacy policies govern the handling of payment data.

Fit For Shift does not authorize any of these providers to use personal data for their own independent marketing or commercial purposes beyond what is necessary to provide services to Fit For Shift.

5. COOKIES AND TRACKING TECHNOLOGIES

Our website may use cookies and similar tracking technologies as part of Wix's standard platform functionality. Functional cookies enable core website features such as form submissions. Analytical cookies collect anonymous data about how visitors use the Site. You may adjust your browser settings to decline cookies, though this may affect the functionality of certain Site features. Fit For Shift does not use cookies for third-party advertising or behavioral tracking outside of our own Site.

6. DATA RETENTION

Verification documents: Not retained by Fit For Shift after a Member's Virtuagym account has been successfully created.

Inquiry form data: Retained for the duration of the relationship with the prospective or active Sponsor or Agency, and for a reasonable period thereafter for record-keeping purposes.

Account and payment records: Retained for a period consistent with applicable tax, financial, and legal record-keeping requirements in the relevant jurisdiction.

Platform data: Retained in accordance with Virtuagym's data retention practices, as described at support.virtuagym.com.

7. DATA SECURITY

Fit For Shift relies on the technical and organizational security measures implemented by Wix, Virtuagym, MoonClerk, and Stripe to protect data in transit and at rest. Verification documents are handled with restricted access and are not retained after account creation. No method of electronic transmission or storage is guaranteed to be 100% secure. If you believe your information has been compromised, please contact us at Contact@fitforshift.com.

8. PRIVACY OF FIRST RESPONDER PERSONNEL

Fit For Shift recognizes the unique privacy considerations that apply to law enforcement officers and other first responder personnel. Individual Member data is never disclosed to employing agencies, supervisory authorities, or any third party outside of our operational requirements. Agencies that purchase memberships receive only aggregate membership availability counts and do not have access to information identifying which individuals have enrolled, usage frequency, or feature engagement. Fit For Shift will comply with lawful court orders, subpoenas, or other valid legal processes requiring disclosure of data and will make reasonable efforts to notify the affected individual prior to disclosure where permitted by law.

9. YOUR PRIVACY RIGHTS BY JURISDICTION

Depending on your location, you may have specific rights regarding your personal information under applicable law. The following describes those rights by region.

Canada (PIPEDA and Quebec Law 25)

If you are located in Canada, your personal information is handled in accordance with Canada's Personal Information Protection and Electronic Documents Act (PIPEDA). Quebec residents are additionally protected under Quebec's Act Respecting the Protection of Personal Information in the Private Sector (Law 25). You have the right to access the personal information Fit For Shift holds about you, to request correction of inaccurate information, and to withdraw consent for the use of your personal information where processing is based on consent. Fit For Shift's designated Privacy Officer for PIPEDA purposes is Tyra Valeriano, Founder/CEO, reachable at Contact@fitforshift.com. Commercial electronic messages from Fit For Shift are sent in compliance with Canada's Anti-Spam Legislation (CASL).

European Union, United Kingdom, and EEA (GDPR and UK GDPR)

If you are located in the European Union, the United Kingdom, or the European Economic Area, your personal information is handled in accordance with the General Data Protection Regulation (GDPR) and, for UK residents, the UK GDPR. You have the following rights: the right to access your personal data; the right to rectification of inaccurate data; the right to erasure (right to be forgotten); the right to restriction of processing; the right to data portability; the right to object to processing based on legitimate interests; and the right not to be subject to solely automated decision-making with legal effects.

Fit For Shift processes personal data on the following lawful bases: performance of a contract for membership access; legitimate interests for platform improvement and security; and legal obligation where required by law. Fitness and health data entered within the Virtuagym platform may constitute special category data under Article 9 GDPR and is processed by Virtuagym solely to provide the platform service.

Personal data may be transferred to and processed in the United States and other countries outside the EEA or UK. Fit For Shift relies on Standard Contractual Clauses or other appropriate safeguards for such transfers as required under GDPR and UK GDPR. You have the right to lodge a complaint with your relevant data protection supervisory authority if you believe your personal data has not been handled in accordance with applicable law.

Australia and New Zealand

If you are located in Australia, your personal information is handled in accordance with the Privacy Act 1988 (Cth) and the Australian Privacy Principles. If you are located in New Zealand, your personal information is handled in accordance with the Privacy Act 2020. You have the right to request access to and correction of the personal information Fit For Shift holds about you. Requests may be submitted to Contact@fitforshift.com.

All Other International Jurisdictions

If you are located in a jurisdiction not listed above, Fit For Shift handles your personal information in accordance with generally accepted data protection principles and the applicable laws of your jurisdiction. You have the right to request access to, correction of, or deletion of your personal information by contacting Contact@fitforshift.com.

10. INTERNATIONAL DATA TRANSFERS

Fit For Shift is headquartered in the United States. By using our Site or platform from outside the United States, you acknowledge that your information may be transferred to, stored in, and processed in the United States and other countries where our service providers operate, including through Virtuagym's use of Amazon

Web Services. Where required by applicable law, Fit For Shift relies on appropriate transfer mechanisms such as Standard Contractual Clauses to ensure that your personal data receives adequate protection.

11. CHILDREN'S PRIVACY

Fit For Shift is intended for use by adult first responder professionals only. We do not knowingly collect personal information from individuals under the age of 18, or the applicable age of majority in your jurisdiction. If we become aware that a minor has submitted information through our Site or platform, we will take prompt steps to remove that information.

12. THIRD-PARTY LINKS

Our Site may contain links to third-party websites or resources. Fit For Shift is not responsible for the privacy practices or content of those third-party sites. We encourage you to review the privacy policies of any external site you visit.

13. CHANGES TO THIS PRIVACY POLICY

Fit For Shift reserves the right to update or modify this Privacy Policy at any time. When we make material changes, we will update the Effective Date at the top of this page and, where appropriate, notify active Sponsors and Agencies via the email address on file. Your continued use of our Site or platform following the posting of any updates constitutes your acceptance of the revised Policy.

14. CONTACT US

If you have any questions, concerns, or requests regarding this Privacy Policy or the handling of your personal information, including requests to exercise your data rights, please contact us at:

Fit For Shift

Email: Contact@fitforshift.com

Website: www.fitforshift.com

This Privacy Policy has been prepared by Fit For Shift for informational and operational purposes. Fit For Shift recommends consulting with a licensed attorney or privacy professional familiar with the applicable laws of your jurisdiction to ensure full compliance, particularly if you are a government entity, operate under sector-specific regulations, or process personal data subject to GDPR, PIPEDA, or other regional privacy frameworks.