Website Privacy Notice

GB Manufacturing & Fabrication

Effective Date: November 13, 2026

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1. Introduction

GB Manufacturing Company, Inc. and GB Fabrication Company (collectively referred to as "GB," "we," "our," or "us") are committed to protecting the privacy and personal information of individuals who visit our website or interact with our businesses.

This Privacy Notice explains how we collect, use, disclose, store, and protect personal information obtained through our website at www.gbmfg.com, including our Contact & Request a Quote form, online parts catalog, and Careers section, as well as related business communications.

This policy applies to the GB website that links to this Privacy Notice. It does not apply to websites operated by our affiliates, which may have their own privacy policies. Our website is intended only for individuals physically located in the United States and is directed to customers, prospective customers, suppliers, and job applicants in the United States. The website is not intended for, and we do not target, offer goods or services to, or monitor the behavior of, individuals located outside the United States (e.g., the European Union, European Economic Area, United Kingdom, or Switzerland). By using the website or submitting information through it, you confirm that you are physically located in the United States, as provided in our Website Terms of Use. Please do not use the website or submit information through it if you are located outside the United States. If we learn that information was submitted from outside the United States, we may delete it and may not respond through the website; other business inquiries may be handled through other channels. Our website is operated from, and information is stored in, the United States. Any information we receive is processed and stored in the United States.

Your access to and use of our website is governed by our Website Terms of Use, available at [insert link], which are incorporated into this Privacy Notice by reference. If you do not agree to the Website Terms of Use, please do not use our website.

By providing information through our website, you acknowledge the practices described in this policy.

2. Information We Collect

We may collect personal information in several ways, depending on how you interact with our website and businesses.

Information You Provide Directly

When you contact us, request information, or submit a form, we may collect:

- Name and job title
- Company or organization name
- Email address and telephone number
- Business or mailing address
- Product interests, project details, and service requirements
- Information included in messages or inquiries you send to us
- Other information you voluntarily provide

Quote Requests, Parts Requests, and Business Inquiries

When submitting a request for quotation (RFQ), a parts request through our online parts catalog, or another business inquiry, we may collect information necessary to evaluate and respond to your request, including:

- Company and contact information
- Product descriptions, specifications, and parts requested
- Manufacturing requirements, anticipated quantities, and project timelines
- Other relevant business or project information

We use this information to evaluate manufacturing capabilities, prepare quotations, communicate with prospective customers, and support potential business relationships. Our website does not accept engineering drawings or other file uploads with quote requests. Please do not submit drawings, export-controlled technical data, or other confidential technical documents through the website; we will arrange a secure method for exchanging technical information when needed.

Employment Applications

When you apply for employment through our Careers page, we collect information relevant to evaluating your qualifications and suitability for employment, including:

- Name, address, email address, and telephone number
- Résumé (uploaded file), employment history, education, and the position applied for
- Professional qualifications, certifications, and relevant skills
- Position preferences and work availability
- References and other information voluntarily submitted
- Additional employment-related information collected later in the recruitment process, as permitted by applicable law. Please do not include sensitive information such as Social Security numbers, financial account information, health information, or information about race, religion, or other protected characteristics in your application or résumé.

Employment application information is used for recruiting, evaluating qualifications, communicating with applicants, making hiring decisions, and maintaining records as required by applicable law.

Applicant information is received through a shared human resources mailbox accessible to authorized human resources personnel of GB Manufacturing and GB Fabrication and is shared with hiring managers as needed. Applicant information may also be shared with our affiliates Par-Kan and MWC-Kan when relevant to employment opportunities.

Submitting an application does not guarantee employment. Applicants must meet the minimum age requirements for the position under applicable federal and state child labor laws. By submitting an application, you acknowledge that we will retain your application and related information to consider you for the position you applied for and, unless you ask us not to, for other open positions for which you may be qualified, for the retention period described in Section 8. You may ask us to stop considering you for other positions, or to delete your application, at any time by contacting us as described in Section 9, subject to our legal recordkeeping obligations.

Information Collected Automatically

When you visit our website, certain information may be collected automatically, including:

- Internet Protocol (IP) address
- Browser type and operating system
- Device information
- Pages visited and time spent on our website
- Referring websites and general traffic information
- Information collected through cookies and similar technologies, if you accept analytics cookies, as described in Section 6

This information helps us maintain website functionality, evaluate performance, improve user experience, and support website security.

Sources of Information

We collect information directly from you when you submit a form or communicate with us, automatically when you use our website, and from our service providers, such as our analytics and email providers.

Sensitive Information

We do not intentionally collect sensitive personal information (such as Social Security numbers, financial account information, health information, precise geolocation, biometric data, or information about race, religion, or other protected characteristics) through our website, and we do not collect financial account information through our website. Please do not submit sensitive personal information or information beyond what our website forms request.

3. How We Use Your Information

GB may use the information collected for legitimate business and operational purposes, including:

- Responding to customer inquiries, requests for quotations, and parts requests
- Evaluating manufacturing projects and providing product or service information
- Communicating with current and prospective customers
- Processing and evaluating employment applications
- Facilitating recruitment and hiring activities
- Improving website functionality, content, and user experience
- Analyzing website traffic and general visitor activity
- Supporting customer service and business operations
- Maintaining the security and integrity of our systems
- Complying with legal, regulatory, and contractual obligations
- Sending relevant business or marketing communications (we currently use HubSpot for marketing email), subject to applicable law and your communication preferences. You may unsubscribe at any time using the link in our emails.

We use personal information for the purposes described in this policy or other purposes disclosed when the information is collected.

We do not use personal information collected through our website to train artificial intelligence models, and we do not use it for profiling or automated decision-making that produces legal or similarly significant effects, including automated decisions about hiring.

4. Sharing and Disclosure of Information

GB does not sell personal information and does not share personal information for cross-context behavioral advertising or targeted advertising. Our website does not use advertising pixels, and advertising features of our analytics tools are disabled.

We may share information when reasonably necessary for legitimate business operations, including with:

GB Entities and Affiliates: Quote requests, parts requests, and business inquiries are received through a shared sales mailbox accessible to the sales team that serves both GB Manufacturing and GB Fabrication. Information may also be shared with our affiliates Par-Kan and MWC-Kan to respond to inquiries, evaluate projects, coordinate services, and support employment opportunities.

Service Providers: We share information with service providers that perform services on our behalf, including Microsoft Azure (website hosting, database, and file storage in the United States), Microsoft Defender for Storage (malware scanning of uploaded files), Microsoft 365 (email delivery), HubSpot (marketing email), and, if you accept analytics cookies, and Google Analytics (website analytics). These providers are permitted to use the information only to provide services to us, subject to their contractual obligations.

Business Partners and Suppliers: When necessary to respond to a quotation request or fulfill a business requirement, relevant information may be shared with appropriate partners or suppliers, subject to applicable confidentiality obligations.

Legal and Regulatory Authorities: We may disclose information when required by law, legal process, or governmental request, or when necessary to protect our legal rights, property, employees, customers, or business operations.

Business Transactions: Information may be transferred as part of a merger, acquisition, restructuring, sale of assets, or similar business transactions, subject to applicable legal requirements.

Professional Advisers: We may disclose information to our lawyers, accountants, auditors, and insurers when reasonably necessary.

With Your Consent: We may share information with your consent or at your direction.

5. Confidentiality of Business and Technical Information

We recognize that customers and prospective customers may share proprietary business information, product specifications, and other sensitive technical materials when discussing manufacturing projects. Such materials should not be submitted through the website and should be exchanged through a method we agree on with you.

GB takes reasonable measures to protect such information from unauthorized access or disclosure.

Technical and project-related information is accessed and used by authorized personnel and, where necessary, appropriate service providers or business partners for legitimate business purposes.

Any separately executed nondisclosure agreement (NDA) or confidentiality agreement will govern the confidential information covered by that agreement. This Privacy Notice does not replace or modify those agreements.

6. Cookies and Website Analytics

Our website uses a limited number of cookies and similar technologies. We use a strictly necessary sign-in cookie (connect.sid) only when GB staff sign in to the website's administrative area; it is not set for ordinary visitors. Our website also stores certain preferences only in your browser (not sent to us), including your light/dark display choice, the parts request list you are building until you submit it, and your cookie choice and its date.

Cookies are small data files stored on your device when you visit a website.

With your consent, we use Google Analytics, which provides visit statistics and counts of submitted quote, parts, and job application requests. These counts do not include personal information; at most, they record the job title applied for or the number of parts requested. Text typed into fields is masked, and our quote request, job application, and parts request forms are fully masked from session recordings. This tool sets cookies on our domain (_ga and _ga_<ID> for Google Analytics) We have instructed this provider not to use the data for advertising.

Cookie lifetimes for this tool is set by Google and may change. For current cookie lifetimes and more information about how this provider handles data, please see Google's information on how Google Analytics uses cookies and Google's Privacy Policy at https://policies.google.com/privacy?hl=en-US.

You can accept or decline analytics cookies using our cookie banner and change your choice at any time through Cookie Settings in the website footer. If you decline after accepting, analytics cookies on our domain are deleted. We will ask for your choice again after six months. You can also manage cookies through your browser settings.

7. Data Security

GB implements reasonable administrative, technical, and organizational safeguards designed to protect information against unauthorized access, disclosure, alteration, or loss, including hosting in Microsoft Azure, private file storage, and malware scanning of uploaded files.

Access to personal and sensitive information is limited to authorized employees, representatives, and service providers who require it for legitimate business purposes.

Although we take reasonable precautions to protect information, no method of internet transmission or electronic storage can be guaranteed to be completely secure.

Breach Notification: If we experience a security breach involving personal information, we will provide notice as required by applicable law.

8. Data Retention

We retain personal information for as long as reasonably necessary to fulfill the purposes for which it was collected, maintain appropriate business records, comply with legal obligations, resolve disputes, and protect our legitimate business interests.

Information submitted through our website forms, including job applications, quote requests, and parts requests, is deleted from our website database every year, or otherwise in accordance with applicable law.

Before deletion from our website database, submissions are delivered to our shared mailboxes and may be downloaded or saved by our human resources or sales personnel to their GB-issued devices or our business systems. Those copies are retained as follows, regardless of where they are stored: (a) job applications, résumés, and related applicant information are retained for one year (or four years for California applicants, or otherwise in accordance with applicable law) after the application is received or the hiring decision is made, whichever is later, and then securely deleted, unless you are hired, in which case they become part of your personnel file; (b) quote requests, parts requests, and business communications are retained for as long as needed to respond to your inquiry and support any resulting business relationship; and (c) analytics data is retained for the periods described in Section 6. We may retain information longer where required by law, a legal

hold, or a pending investigation, claim, or dispute. GB personnel are required to follow these retention periods for copies saved outside our website, including on individual devices.

When information is no longer required, we take reasonable measures to securely delete, dispose of, or de-identify it, as appropriate.

9. Your Privacy Rights and Choices

Depending on your place of residence and applicable privacy laws (including, where applicable, the California Consumer Privacy Act and other state consumer privacy laws), you may have rights concerning your personal information, including the right to:

- Request access to personal information maintained about you
- Request correction of inaccurate information
- Request deletion of certain personal information
- Request information about how your data is used or disclosed
- Opt out of certain marketing communications
- Obtain a copy of personal information you provided to us in a portable format
- Obtain a list of the third parties (or categories of third parties) to which we have disclosed your personal information, where required by law
- Opt out of the sale of personal information, targeted advertising, and profiling, although we do not engage in these activities
- Not be discriminated against or retaliated against for exercising your privacy rights, and exercise other privacy rights available under applicable law

These rights may be subject to legal limitations and exceptions.

To submit a privacy-related request, please use our online privacy request form at [insert link], call us toll-free at (800) 385-8284, or email us at privacy@gbmfg.com. You may use an authorized agent to submit a request, where permitted by law, and we may require proof of the agent's authority. If we decline to take action on your request, you may appeal by emailing privacy@gbmfg.com with the subject line "Privacy Request Appeal." We will respond to your appeal in writing within the time required by law. If we deny your appeal, you may contact the attorney general of your state.

We will verify your identity using information reasonably necessary to authenticate your request and will respond within the time required by applicable law (generally 45 days, which may be extended where permitted).

Notice to California Residents

This section applies to California residents, including job applicants and business contacts, and is provided under the California Consumer Privacy Act and its regulations ("CCPA"). It also serves as our notice at collection.

Information we collect and disclose. We collect the following categories of personal information, from the sources described in Section 2 and for the purposes described in Section 3: identifiers (such as name, email address, phone number, mailing address, and IP address); professional or employment-related information (such as company, job title, résumé, and work history); education information (from résumés and applications); commercial information (such as products or parts requested); and internet activity (such as pages visited and, with your consent, analytics data). We disclose each of these categories for business purposes to the recipients described in Section 4: our affiliates, service providers, business partners and suppliers, professional advisers, and legal or regulatory authorities.

No sale or sharing. We do not sell or share personal information, including the personal information of consumers under 16, and we have not done so in the past 12 months. We do not use or disclose sensitive personal information for purposes that would require us to offer a right to limit its use.

Retention. Website form submissions are deleted from our website database after one year. Copies kept in our business records are retained as described in Section 8: job applications, four years after the application is received or the hiring decision is made, whichever is later; quote requests, parts requests, and business communications, for as long as needed to respond and support any resulting business relationship; and analytics data, for the periods described in Section 6.

Your rights. You have the right to know what personal information we have collected about you, including specific pieces of information, and how we use and disclose it; to request deletion or correction of your personal information; and not to be discriminated or retaliated against, including as a job applicant, for exercising these rights. You may submit a request using any method described in Section 9 (online form, toll-free number, or email), or through an authorized agent with your written permission. We will verify your identity by matching information you provide with information we maintain, and we will respond within 45 days (which we may extend by an additional 45 days with notice). We do not disclose personal information to third parties for their own direct marketing purposes under California's "Shine the Light" law. If you need this policy in an alternative format, please contact us.

10. Third-Party Websites

Our website may include links to third-party websites, platforms, or services, such as our LinkedIn and YouTube pages, that are not operated or controlled by GB. These links do not load content from those sites until you click them.

We are not responsible for the privacy practices, security, or content of these third-party websites.

We encourage visitors to review the privacy policies of any external websites they access.

11. Children's Privacy

Our website is intended for business customers, prospective employees, suppliers, and other individuals seeking information about our companies.

Our website is not directed toward children under the age of 13, and we do not knowingly collect personal information from children under 13.

If we become aware that we have collected such information, we will take appropriate steps to delete it in accordance with applicable law. We do not knowingly sell, share, or process for targeted advertising the personal information of individuals under 16 (or under 18 where required by applicable law).

12. Changes to This Privacy Notice

GB may update this Privacy Notice periodically to reflect changes in business operations, website functionality (including the launch of new features such as the GB Marketplace), information practices, or applicable laws.

Revisions will be posted on our website with an updated effective or revision date. We will review and update this Privacy Notice at least once every 12 months. For material changes, we will provide notice as required by applicable law, such as by posting a prominent notice on our website before the change takes effect.

We encourage visitors to review this policy periodically to stay informed about how we protect and manage information.

13. Contact Information

If you have questions about this Privacy Notice, our information practices, or would like to submit a privacy-related request, please contact:

GB Manufacturing Company, Inc.

Attn: Privacy Inquiries

1120 East Main St.

Delta, OH 43515

Email: privacy@gbmfg.com