

Biometric Data Collection and Retention Policy

Schneider National Carriers, Inc. and Schneider National Bulk Carriers, Inc. (collectively and individually, the “Company”) may collect, store, and use Biometric Data for certain purposes described below, and it may disclose that Biometric Data in certain circumstances. This Policy explains what that means for you, and how you consent to Company’s activities.

Definitions

“Biometric Data” as used in this Policy includes both: (i) “Biometric Identifiers”, meaning a facial, retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry; and (ii) “Biometric Information”, meaning any information, regardless of how it is captured, converted, stored, or shared, that is based on Biometric Identifiers, including a facial, retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry, that is used to identify an individual. Biometric Identifiers do not include writing samples, written signatures, photographs, human biological samples used for scientific testing or screening, demographic data, tattoo descriptions, or physical descriptions such as height, weight, hair color, or eye color.

Data Collection and Purpose

Company uses Netradyme, Inc.'s (“Netradyme”) Driver.i fleet camera system and related software technology (the “Driver.i”). The Netradyme Driver.i includes both a road-facing camera and an inward-facing camera to capture video footage of driving events. Driver.i applies certain processing and artificial intelligence techniques to the data collected from the cameras to determine whether the driver of the vehicle in which it is installed is alert, focused, and wearing their seatbelt, or appears distracted (for example, by talking on their cell phone, reading or sending text messages, or otherwise not paying attention to the road ahead of them). The processing supporting the Driver.i’s features detects head orientation, location, whether the driver is holding an object such as a smartphone, as well as blinking, yawning, and whether the driver appears drowsy. Certain data collected from Driver.i may be considered Biometric Data under applicable law. Netradyme’s technology allows Company to use Biometric Data and other data to analyze driving and driver performance, analyze driver distractions, improve customer service, optimize efficiency, improve safety, and to analyze driving events. Driver.i may also provide audio feedback in cab directly to you to alert you to behavior detected by the Driver.i.

The data collected from Driver.i will be disclosed to Netradyme and stored on Netradyme’s cloud servers which are accessible through a Netradyme account. Netradyme will have access to the Biometric Data and other data to perform the functions of its services agreement with Company. A copy of Netradyme’s privacy policy is available at <https://www.netradyme.com/privacy-policy> and a copy of Netradyme’s Biometric Data policy is available at <https://www.netradyme.com/legal/biometric-data-privacy-policy>.

Data Storage, Protection and Disclosure Policy

Company's policy is to protect and store Biometric Data in accordance with applicable laws and regulations, including, but not limited to, the Illinois Biometric Information Privacy Act. Specifically, Company will use a reasonable standard of care to store, transmit, and protect from disclosure any Biometric Data collected. Such storage, transmission, and protection from disclosure will be performed in a manner that is the same as or more protective than the manner in which Company stores, transmits, and protects from disclosure other confidential and sensitive information, including personal information that can be used to uniquely identify an individual such as social security numbers.

Any Biometric Data collected from drivers using Netradyne's Driver.i will not be disclosed to parties other than Company or Netradyne, except in the following circumstances: (1) after Company obtains appropriate written consent from the driver(s); (2) when disclosure completes a financial transaction requested or authorized by the driver(s); (3) when disclosure is required by federal, state, or local law; or (4) when disclosure is required by a valid subpoena or warrant issued by a court. Within Company, the Biometric Data may be shared with only those employees who have a need to know for a specific business purpose.

Retention and Destruction of Biometric Data

Company will retain any Biometric Data collected using Netradyne's Driver.i during the time that an individual is employed with Company in a role for which the Netradyne's Driver.i is used. Within a reasonable time following the conclusion of the employee relationship, or upon an employee's transfer to a position for which the Netradyne's Driver.i is not utilized, whichever occurs first, Company will permanently delete the Biometric Data that it retained. In any event, any Biometric Data will be permanently deleted within three years of the driver's last contact with Company. Except to the extent Company is required to keep or disclose data because of a valid warrant or subpoena, litigation discovery, or other legal obligation to preserve, Company will comply with this retention schedule and destruction guidelines.

Consent Form

Before you begin or continue your employment with Company in a role for which Netradyne's Driver.i is used, you must execute the *Notice and Consent to Collection of Biometric Data* form accompanying this Policy.