

Website Privacy Policy and Terms of Use

Last Updated: March 13, 2026

Introduction

Blarney Castle Oil Company (“we,” “us,” or “our”) values your privacy. This Privacy Policy and Terms of Use (“Agreement”) explains how we collect, use, share, and protect your personal information when you visit our website and its related sites, including our employee engagement platform (collectively, the “Website”).

By accessing or using our Website, you agree to the terms of this Agreement.

1. Information We Collect

We may collect the following categories of information:

- Contact information that you provide (name, address, email address, phone number).
- Application and employment-related information.
- Information contained in your correspondences with us, including via text messages.
- Payment or transaction information when you pay for our products or services.
- Technical information such as IP address, browser type, and device identifiers that is automatically collected from you when you visit our Website.
- Website usage data that is automatically collected from you when you visit our Website through cookies or similar technologies.

2. How We Use Your Information

We use the information described above to provide you with our products and services, process your payment, consider you for employment, communicate with you, improve our Website, comply with legal obligations, prevent fraud, and operate our business.

3. How We Share Your Information

We do not sell your personal information. We may share your personal information with our service providers who assist in operating our business, including helping us provide this Website, with affiliates for business purposes, or as required or otherwise permitted by applicable law.

4. Cookie Policy

Cookies are small data files that are placed on your computer or mobile device when you visit a website. We use several different kinds of cookies on this Website, including strictly necessary cookies, which are cookies that are necessary for the Website to function and cannot be switched off in our systems; performance cookies, which allow us to count visits and traffic sources so we can measure and improve the performance of our Website; and functional cookies, which enable the Website to provide enhanced functionality and personalization. Cookies are not the only way to track visitors to a website. We may use similar technologies from time to time, like web beacons (sometimes called “tracking pixels” or “clear gifs”). These are tiny graphics files that contain a unique identifier that enable us to recognize

when someone has visited our Website. These technologies often depend on cookies to function properly, and so disabling cookies may impair their functioning. If you sign up to receive our e-mails, we will also use cookies in conjunction with these emails. When your browser downloads any graphic content in the e-mail, we will also place a cookie on your computer that will tell us if you come to our Website at a later date.

In addition to our own cookies, we collaborate with various third-party service providers who also use cookies to help us optimize our Website and to understand more about the visitors to our Website. The parties that set these cookies can recognize your computer or device both when it visits our Website and also when it visits certain other websites and/or mobile apps.

For example, we use Google Analytics to help us gather statistical information about the visitors to our Website and to market our products and services. We and our third-party partners may use this information to gain a better understanding of the users of our Website and to improve our products and services. To understand how Google collects and processes data, including through the use of cookies and other technologies, please visit <https://policies.google.com/technologies/partner-sites>. To opt out of the Google Analytics, we encourage you to check out Google Analytics' currently available [opt-outs](#) for the web.

Depending on the type of browser and device that you use, you may have the ability to control the type of information that cookies and similar technologies use. To do this, follow the instructions in your browser settings. Many browsers accept cookies by default until you change your settings. For more information about cookies, including how to see what cookies have been set on your computer or mobile device and how to manage and delete them, visit www.allaboutcookies.org and www.youronlinechoices.com.

5. Your Rights and Choices

You are not required to provide all personal information identified in this Agreement to use our Website, apply for employment, or otherwise interact with us, but certain functionality will not be available if you do not provide personal information. For example, if you do not provide personal information, we may not be able to respond to your request, perform a transaction with you, consider you for employment, or provide you with marketing that we believe you would find valuable.

You may opt out of marketing-related emails by following the opt-out prompt in the email and opt out of text messages by replying STOP to any message. To opt out of other forms of communications, please contact us using the contact information provided at the end of this Agreement. You can also contact us and ask us to change, update, or fix your information in certain cases – particularly if it is inaccurate – or request that we erase or delete all or some of your personal information or otherwise object to, limit, or restrict the use of such information (if we have no legal right or legitimate business interest in retaining such information).

6. Data Security and Retention

We implement reasonable administrative, technical, and physical safeguards to protect your personal information. However, no method of transmission over the Internet or electronic storage is completely secure. We will only keep your personal information in an accessible form which can identify you for as long as we need to for the purposes for which it was collected, including to comply with applicable law.

7. Children's Privacy

Our Website and services are not intended for children under 13 years of age. We do not knowingly collect personal information from children under 13.

8. Text Messaging Terms

8.1 Text Program

With your consent, we may send text (SMS) messages to you in connection with job applications or other employment-related communications, including application updates, interview scheduling, job offers, onboarding instructions, scheduling reminders, payroll notifications, and benefits information. These messages are informational and transactional in nature.

Messages may be sent using automated technology via 10-digit long code (10DLC) phone numbers.

Consent to receive text messages and mobile numbers collected for text communications are not shared with third parties for marketing purposes.

8.2 Opt-In and Consent

Applicants opt in to receiving text messages by providing their mobile number during the application process and indicating their consent to receive text messages by checking a consent box. Employees may opt in by signing an onboarding consent form. Consent to receive text messages is not a condition of employment.

8.3 Message Frequency

Message frequency varies depending on application or employment activity.

8.4 Message and Data Rates

Message and data rates may apply according to your mobile carrier plan.

8.5 Opt-Out

You may opt out at any time by replying STOP. You may receive one final confirmation message after opting out.

8.6 Help / Support

For assistance, reply HELP or contact Human Resources at bc.er@blarneycastleoil.com or 231-864-3111.

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8.7 Other Terms and Conditions

Not all mobile devices may be supported, and our text messaging may not be deliverable in all areas. We, our service providers, and mobile carriers are not liable for any messaging or wireless charges or any delayed or undelivered text messages.

8.8 Future SMS Communications

We may offer additional text messaging programs in the future. Participation in such programs may require additional consent, and specific disclosures will be provided at the time of enrollment.

9. Additional Terms

9.1 Third-Party Sites and Services

The Website may contain links to other websites and services operated by third parties. These links are not an endorsement of, or representation that we are affiliated with, any third party. We do not control third-party websites, applications or services, and we are not responsible for their actions. Other websites and services follow different rules regarding their collection, use and sharing of your personal information. We encourage you to read their privacy policies to learn more.

9.2 User Representations and Prohibited Activities

By using the Website, you represent and warrant that: (1) all information you submit is true, accurate, current, and complete and you will promptly update any inaccurate information as necessary; (2) you have the legal capacity and you agree to comply with this Agreement; and (3) you will not use the Website for any illegal or unauthorized purpose and your use of the Website will not violate any applicable law or regulation. You may not access or use the Website for any purpose other than that for which we make the Website available. The Website may not be used in connection with any commercial endeavors except those that are specifically endorsed or approved by us.

9.3 Online Orders

You may use the Website to order products and services. Your chosen form of payment will be charged immediately upon completion of your purchase. The prices and availability of merchandise on our Website are listed in US dollars and are subject to change without notice. If we discover an error in either pricing or availability, we will seek to correct it. We reserve the right to revoke any offer and to correct any errors, inaccuracies or omissions (including after an order has been submitted and accepted). Pricing for our products and services are listed without applicable tax, which may be calculated at the time of order. Payments for orders made through our Website may be processed by our third-party service providers and are also subject to their terms.

9.4 International Data Use and Cross-Border Transfers

We are located in the United States and have affiliates and service providers in other countries, and your personal information may be collected, used and stored in the United States or other locations outside of your home country. Privacy laws in the locations where we handle your personal information may not be as protective as the privacy laws in your home country. However, we will handle your personal information in accordance with this Agreement regardless of where your personal information is kept. If

you reside in non-US jurisdictions, your use of the Website or provision of any information constitutes your consent for the transfer of such data to the United States for the purposes identified in this Agreement. If you have questions about cross-border transfers or the mechanisms we have in place to ensure the protected transfer of your information, please contact us as detailed at the end of this Agreement.

9.5 Changes

We reserve the right to modify this Agreement and any of our other terms, conditions and rules relating to the Website, at any time in our sole discretion. If we make changes to this Agreement, we will post them on the Website and indicate the effective date of the change. Continued use of the Website after any such changes have been posted shall constitute your agreement to them.

9.6 Applicable Law, Severability and Waiver

To ensure consistency in the interpretation and enforcement of this Agreement and our rights in the Website, this Agreement will be governed exclusively by the laws of the state of Michigan and controlling U.S. federal law, without regard to the choice or conflicts of law provisions of any jurisdiction. You expressly agree that any litigation or dispute arising between you and us related, in any way, to the Website, this Agreement, or any and all disputes, actions, claims, or causes of action related thereto, shall be initiated and maintained only in the state and federal courts located in Michigan. You expressly consent and irrevocably submit to the exclusive personal jurisdiction and venue of such courts. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, then such provision shall be modified to the extent necessary to be valid and enforceable, and all other provisions of this Agreement shall remain in full force and effect. Our failure to enforce any right or provision in this Agreement shall not constitute a waiver of such right or provision unless agreed to by us in writing. No waiver shall be implied from a failure of either party to exercise a right or remedy. In addition, no waiver of a party's right or remedy will affect the other provisions of this Agreement.

10. Contact Us

If you have questions regarding this Agreement, please contact us at: bc.er@blarneycastleoil.com or 231-864-3111.