

TERMS OF USE FOR CAREERS WEBSITE

EFFECTIVE DATE: 12/31, 2025

These Terms of Use for Careers Website ("Careers Website Terms") apply to use of [Careers at Global Partners](#) and related careers pages ("**Careers Website**") which are made available by Global Partners LP and its affiliates ("**Global**" or "**we**").

Certain features of the Careers Website – such as our Generative AI-powered chatbot - may be governed by additional terms and conditions presented in conjunction with them [CHATBOT TERMS OF USE](#). You must agree to the additional terms before using the features to which the additional terms relate. These Careers Website Terms and the additional terms will apply equally. If any additional term is inconsistent with any provision of these Careers Website Terms, the additional term will prevail but solely to the extent of that inconsistency.

These Careers Website Terms do not apply to:

- www.beeskneesbenefits.com, www.alltown.com, alltownfresh.com, myneighborhoodperks.com, and other websites, mobile applications and digital services related to Global's retail locations. (Please see our [Terms of Service](#) which apply to websites, mobile applications and other digital services related to Global's retail locations.)
- globalp.com and connect.globalp.com
- any other website or service operated by Global that posts or links to different legal terms.

2. CHANGES TO SITE TERMS

The Effective Date of these Careers Website Terms is set forth at the beginning. As we add new features to the Careers Website, we may revise or supplement these Careers Website Terms. We will provide you with at least 10 days' advance notice of any revision to these Careers Website Terms that we believe is material by posting a notice in the Careers Website, sending you an email or by some other means that we believe will notify you. We will not make revisions that have a retroactive legal effect unless we are legally required to do so or to protect other users of the Careers Website. Your continued use of the Careers Website on and after the Effective Date constitutes your acceptance of these Careers Website Terms, as amended. As of the Effective Date, the amended Careers Website Terms supersede all previous versions of or agreements, notices or statements about these Careers Website Terms.

3. PRIVACY

Please review our Recruitment Privacy Notice to learn more about our privacy practices.

Global does not and cannot guarantee the privacy or security of information provided by you through your use of the Careers Website. You are responsible for using the precautions and security measures best suited for your situation and intended use of the Careers Website. Global reserves the right to disclose any information as Global deems necessary to satisfy any applicable law, regulation, legal process or governmental request or to protect the security of personal information and the Careers Website. Except as required by law, Global is not responsible or liable to you for any lack of privacy or security you may experience.

4. SITE CONTENT

The materials displayed or performed or available on or through the Careers Website, including information, text, graphics, data and other features, (collectively, the “Content”) are owned by Global or its licensors and protected under both United States and foreign copyright, trademark and other laws.

Global grants to you a nonexclusive, nontransferable and limited license (without the right to sublicense) to access and use the Careers Website and download, print and/or copy Content solely for your own personal use and subject to these Careers Website Terms. You acknowledge that the trade secrets and intellectual property embodied in the Careers Website are not and will not be licensed or otherwise disclosed to you. All rights not expressly granted herein are reserved by Global.

Nothing contained in these Careers Website Terms grants by implication, estoppel or otherwise, any license or right in or to Global’s trademarks, logos or service marks (“**Marks**”), trade secrets or other intellectual property embodied in the Careers Website. Unauthorized use of any of the Marks or our other intellectual property may violate law.

You agree to abide by all copyright notices, rules about the Marks, information, and restrictions contained in any Content you access through the Careers Website and not to use, copy, reproduce, modify, translate, publish, broadcast, transmit, distribute, perform, upload, display, license, sell, commercialize or otherwise exploit for any purpose any Content not owned by you (i) without the prior consent of the owner of that Content (including Global) or (ii) in a way that violates the rights of another person or entity (including Global). You agree not to remove, alter or obscure any copyright, Mark or other intellectual property or proprietary notice contained in the Careers Website.

You agree not to copy, modify, publish, transmit, participate in the transfer or sale of, reproduce, create derivative works based on or otherwise exploit any of the Content without Global’s express prior written consent.

Any Content you receive through the Careers Website is provided “AS IS.” We are not liable for errors or omissions in Content or for any damage or loss you might suffer in connection with it. We cannot control and have no duty to take any action regarding how you may interpret and use Content or what actions you may take as a result of having been exposed to the Content.

5. USE OF THE CAREERS WEBSITE

You are responsible for the computer, mobile device or tablet (the “Device”) and all charges, fees and other costs related to use of Device and internet services that you need to access and use the Careers Website.

Certain features of the Careers Website may require you to have a username or password. Please do not share your username or password with anyone else. Please notify us if you discover or otherwise suspect that the security of your username or password is compromised.

You must use the Careers Website in compliance with all laws that apply to you. If your use of the Careers Website is prohibited by applicable laws, then you are not authorized to use the Careers Website. We cannot and will not be responsible for your use of the Careers Website in a way that breaks the law.

You may not attempt to gain unauthorized access to the Careers Website or Global's computer systems or networks through hacking, password mining or any other means.

Without limiting any of the foregoing, you agree that you shall not (and you agree not to encourage or allow any third party to) use the Careers Website to do any of the following:

- Infringe or violate the intellectual property or other rights of any person or entity (including Global);
- Violate any law;
- Do any act that is harmful, fraudulent, deceptive, threatening, harassing, defamatory, obscene or otherwise objectionable;
- Jeopardize the security of your or anyone else's username or password;
- Attempt in any manner to obtain the username, password or other information from any other user;
- Breach, test, circumvent (or attempt to breach, test or circumvent) any security protection or access management feature in the Careers Website or otherwise attempt to gain unauthorized access to the Careers Website or Global's computer systems or networks;
- Run any bot or process that runs or is activated while you are not logged into the Careers Website or that otherwise interferes with the proper working of the Careers Website (including by placing an unreasonable load on the Careers Website's infrastructure);
- Crawl, scrape, index or extract web data from any part of the Careers Website or one of Global's other digital properties;
- Distribute, rent, sublicense, lease, lend, sell, resell, assign, transfer, transmit, stream, broadcast or otherwise make available or exploit any feature or functionality of the Careers Website (including through time-sharing, use of service bureau or by otherwise making the Careers Website available on a network on which it is accessible by more than one Device at any time);
- Transmit or upload any material that contains viruses, time bombs, trojan horses, worms, malware, spyware or any other program that may be harmful or dangerous, whether accidentally or intentionally;
- Reformat or frame any portion of the Careers Website without Global's prior written consent;
- Collect or store personal information about any other user without prior written consent or otherwise invade anyone else's privacy; or
- Decompile, reverse engineer, decode or otherwise attempt to derive or obtain the source code or underlying ideas or information of or relating to the Careers Website (unless applicable laws specifically prohibits this restriction).

We can (in our sole discretion) terminate your right to use the Careers Website if you violate any of the above use restrictions.

We also may suspend or discontinue any part of the Careers Website or we may introduce new features or impose limits on certain features or restrict access to parts or all of the Careers Website.

Email: When you provide it to us, we may use your email to send you news and information about career opportunities. We always will ask for your consent where required by law. You can unsubscribe at any time by request at [Data Subject Request Form](#). Emails made for non-marketing, non-commercial purposes that provide important information about the Careers Website or its contents are not affected when you unsubscribe.

The Careers Website also offers you the opportunity to sign up to receive text messaging (SMS or MMS). Once you opt-in to receive text messages from us, the frequency of text messages that we send to you depends on the text messages that you choose to receive and your transactions with us. You can cancel text messages at any time. If you want to cancel, please text “STOP” in response to a text message you receive from us. After you send the “STOP” message to us, we will send you a text message to confirm that you are unsubscribed. Then, you will no longer receive our text messages to that mobile number from that short code.

If you opted in to receive other text messages from a different short code or to a different mobile telephone number, you will continue to receive those text messages. If you want to restart text messages, we will ask you to provide your prior written consent again. Text “HELP” for help.

As always, MESSAGE AND DATA RATES MAY APPLY – for text messages sent to you from Global and for text messages that you choose to send back to us. All charges are billed by and payable to your wireless service provider. Please contact your wireless service provider / carrier for pricing plans and details. Text message services are provided on an “as is” basis and may not be available in all areas at all times. Delivery is subject to effective transmission from your provider/carrier. Global is not liable for delays in the receipt of any text message.

BY AGREEING TO RECEIVE TEXT MESSAGES, YOU UNDERSTAND AND AGREE THAT GLOBAL MAY USE AN AUTOMATIC DIALING SYSTEM TO DELIVER TEXT MESSAGES TO YOU AND THAT YOUR CONSENT TO RECEIVE TEXT MESSAGES IS NOT REQUIRED AS A CONDITION OF PURCHASE FOR ANY GOODS OR SERVICES.

6. USER INFORMATION AND SUBMISSIONS

Anything you send, upload, share, store or otherwise provide to or through the Careers Website about yourself is “User Information.” Some User Information is personal information and governed by our Recruitment Privacy Notice [Recruitment Privacy Notice \(Careers Website\).2025.docx](#)

.

You grant Global a non-exclusive license to modify (for technical purposes, such as to ensure that information is viewable on your Device), use, reproduce, sublicense (through multiple tiers), distribute, create derivative works of, perform and otherwise act with respect to your User Information, in each case to enable us to provide you with the Careers Website as described in these Careers Website Terms. This is a license only – your ownership in your User Information is not affected – but your license to us is transferable, sub-licensable (through multiple tiers), royalty-free, worldwide, and irrevocable. Also, by providing your User Information to us, you represent to us that it is true and accurate.

User Information that you share or provide us (in an email or otherwise) that offers feedback, suggestions, improvements, enhancements, ideas, concepts, or comments or other information relating to the Careers Website are your “**Submissions.**” You grant Global and our designees a worldwide, non-exclusive, sub-licensable (through multiple tiers), transferable, royalty-free, perpetual, and irrevocable right to use, reproduce, sublicense (through multiple tiers), distribute, create derivative works of, perform, import and otherwise act with respect to your Submissions in any media now known or hereafter developed, for any purpose whatsoever, commercial or otherwise, without compensation to you.

You represent and warrant to Global that:

- you own or otherwise control all of the rights to your Submission, including without implied limitation all copyrights;
- your Submission is true and accurate;
- your Submission does not violate the rights of any other person or entity, such as rights of privacy and publicity; and
- your Submission complies with applicable laws, rules and regulations.

EXCEPT AS EXPRESSLY STATED IN OUR RECRUITMENT PRIVACY NOTICE OR THESE TERMS, GLOBAL IS NOT RESPONSIBLE OR LIABLE FOR ANY USER INFORMATION OR SUBMISSION, INCLUDING LOSS OR DAMAGE RESULTING FROM YOUR RELIANCE ON INFORMATION PROVIDED THROUGH THE CAREERS WEBSITE.

7. LINKS TO OTHER WEBSITES AND SERVICES

The Careers Website may contain links to third-party websites. These Careers Website Terms only apply to the third-party websites and services if they are specifically posted or referenced therein. The third-party links are provided for convenience and informational purposes and are not controlled by Global, nor is the content monitored by Global. While we try to link to websites that share our high standards and respect for personal privacy, Global is not responsible for the content or the privacy practices of any third party. Use of any linked third-party website that you access through the Careers Website is at your own risk.

8. TERMINATION

You may stop using the Careers Website at any time for any reason. You also may cancel your Account, unsubscribe from our promotional emails or opt-out of text messages at any time.

Global reserves the right immediately to suspend or terminate your access to the Careers Website without notice if Global believes you have violated these Careers Website Terms. Global reserves the right to notify other users about the termination of your access to the Careers Website. Global has the sole right to decide whether you are in violation of any of the restrictions set forth in these Careers Website Terms.

We will try to provide advance notice to you prior to terminating access to the Careers Website so that you are able to retrieve any important information from your Account or otherwise (to the extent allowed by law and these Careers Website Terms), but we may not do so if we determine it would be impractical, illegal, not in the interest of someone's safety or security or otherwise harmful to the rights or property of Global.

Any provision of these Careers Website Terms that, by its nature, should survive termination of these Careers Website Terms shall survive termination. By way of example, the following provisions will survive termination: any limitation on our liability, terms regarding our intellectual property rights, any obligation you have to pay us, and terms regarding disputes between us.

9. DISCLAIMER OF WARRANTIES & LIMITATIONS OF LIABILITY

Warranty Disclaimer.

Neither Global nor its licensors or vendors make any representations or warranties concerning any content of or accessed through the Careers Website. We are not responsible or liable for the accuracy, copyright compliance or decency of Content contained in or accessed through the Careers Website. THE CAREERS WEBSITE AND CONTENT ARE PROVIDED BY GLOBAL (AND ITS LICENSORS AND SUPPLIERS) "AS IS," WITHOUT EXPRESS OR IMPLIED WARRANTIES OF ANY KIND, INCLUDING IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT OR THAT USE OF THE CAREERS WEBSITE WILL BE UNINTERRUPTED OR ERROR-FREE. SOME STATES DO NOT ALLOW LIMITATIONS ON HOW LONG AN IMPLIED WARRANTY LASTS, SO THE ABOVE LIMITATIONS MAY NOT APPLY TO YOU.

Limitation of Liability.

TO THE FULLEST EXTENT ALLOWED BY APPLICABLE LAW, GLOBAL AND ITS REPRESENTATIVES, AGENTS AND ANY OF THEIR RESPECTIVE OFFICERS, DIRECTORS, EQUITY HOLDERS, EMPLOYEES, PARENT ENTITIES, SUBSIDIARIES, AFFILIATED ENTITIES, REPRESENTATIVES, AGENTS AND LICENSORS (THE "**GLOBAL PARTIES**") ARE AND WILL NOT BE LIABLE TO YOU OR ANY THIRD PARTY FOR ANY SPECIAL, INDIRECT, INCIDENTAL, CONSEQUENTIAL OR PUNITIVE DAMAGES (SUCH AS LOSS OF PROFITS, LOSS OF GOODWILL, LOSS OF USE, LOSS OF DATA, BUSINESS INTERRUPTION, OR OTHER INTANGIBLE LOSSES) ARISING OUT OF OR RELATING IN ANY WAY TO THE CAREERS WEBSITE OR CONTENT.

EXCEPT AS EXPRESSLY REQUIRED BY APPLICABLE LAW, IN NO EVENT WILL THE GLOBAL PARTIES' TOTAL LIABILITY TO YOU FOR ALL CLAIMS ARISING OUT OF OR RELATING TO THE USE OR INABILITY TO USE THE CAREERS WEBSITE OR OTHERWISE ARISING OUT OF OR RELATING TO THESE TERMS, WHETHER IN CONTRACT, TORT, OR OTHERWISE, EXCEED IN THE AGGREGATE ONE HUNDRED UNITED STATES DOLLARS (\$100.00).

IF ANY OF THE FOREGOING LIMITATIONS ARE FOUND TO BE INVALID, THE GLOBAL PARTIES' TOTAL LIABILITY FOR ALL DAMAGES, LOSSES, OR CAUSES OF ACTION OF ANY KIND OR NATURE WHATSOEVER SHALL BE LIMITED TO THE GREATEST EXTENT PERMITTED BY APPLICABLE LAW.

You acknowledge and agree that the above limitations of liability together with the other provisions in these Careers Website Terms that limit liability are essential terms and that Global would not be willing to grant you the rights set forth in these Careers Website Terms but for your agreement to the above limitations of liability.

10. GOVERNING LAW; DISPUTE RESOLUTION.

Governing Law.

These Careers Website Terms are governed by and will be construed under the laws of the Commonwealth of Massachusetts, without regard to the conflicts of laws provisions thereof. You hereby consent to the exclusive jurisdiction and venue of the courts, tribunals, agencies and other dispute resolution organizations in Boston, Massachusetts, USA in all disputes (a) arising out of, relating to, or concerning the Careers Website and/or these Careers Website Terms, (b) in which the Careers Website and/or Careers Website Terms are at issue or a

material fact, or (c) in which the Careers Website and/or Careers Website Terms are referenced in a filing with a court, tribunal, agency or other dispute resolution organization.

BY ENTERING INTO THESE TERMS, YOU ACKNOWLEDGE AND AGREE THAT YOU AND GLOBAL EACH WAIVE THE RIGHT TO TRIAL BY JURY OR TO PARTICIPATE IN A CLASS ACTION.

You agree that the United Nations Convention on Contracts for the International Sale of Goods does not apply to the interpretation or construction of these Careers Website Terms.

YOU AGREE THAT ANY CAUSE OF ACTION ARISING OUT OF OR RELATED TO THE CAREERS WEBSITE MUST COMMENCE WITHIN ONE (1) YEAR AFTER THE CAUSE OF ACTION ACCRUES; OTHERWISE, THE CAUSE OF ACTION IS PERMANENTLY BARRED.

Indemnification.

You agree to defend, indemnify and hold harmless the Global Parties from any and all liability including costs, expenses, the costs of enforcing any right to indemnification hereunder and any insurance provider and attorneys' fees brought against any of them by any third party arising out of or related to your violation of these Careers Website Terms or use of the Careers Website. Global reserves the right, at its own expense, to assume the exclusive defense and control of any matter subject to indemnification hereunder. No settlement that affects the rights or obligations of Global may be made without Global's prior written approval.

Global agrees to indemnify you for any direct damages that you suffer arising out of or related to any suit, action or proceeding by a third party to the extent such direct damages arise from a claim that your use of the Careers Website in compliance with these Careers Website Terms infringes a third party's U.S. patent, copyright or trademark right.

11. OTHER LEGAL TERMS

Geographic Restrictions. Our servers and operations are located in the United States and our policies and procedures are based on United States law. The Careers Website is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to law or regulation, or that would subject Global or its affiliates to any registration or other requirement within such jurisdiction or country. In choosing to access the Careers Website, you do so on your own initiative and at your own risk, and you are responsible for complying with all local laws, rules and regulations. We may limit the Careers Website's availability, in whole or in part, to any person, geographic area or jurisdiction we choose, at any time and in our sole discretion.

Assignment. You may not assign, delegate or transfer these Careers Website Terms or your rights or obligations hereunder in any way (by operation of law or otherwise) without Global's prior written consent. We may transfer, assign or delegate these Careers Website Terms and our rights and obligations without consent.

Your Electronic Signature. You agree that your use of a keypad, mouse or other device to select a button or icon or similar act or to otherwise provide Global any acknowledgment or consent (including when you sign up for text messages) constitutes your electronic signature, which is equivalent to your signature in writing. You also agree that, to the maximum extent permitted by law, no third-party verification is necessary to validate your electronic signature. You further

agree that each use of your electronic signature in connection with the Careers Website constitutes your agreement to be bound by these Careers Website Terms and our Recruitment Privacy Notice as they exist on the date of your electronic signature.

General Terms. You are responsible for paying, withholding, filing and reporting all taxes, duties and other governmental assessments associated with your activity in connection with the Careers Website (if any). The failure of either you or us to exercise, in any way, any right herein shall not be deemed a waiver of any further right hereunder. If any provision of these Careers Website Terms is found to be unenforceable or invalid, that provision will be limited or eliminated, to the minimum extent necessary, so that these Careers Website Terms shall otherwise remain in full force and effect and enforceable. You and Global agree that these Careers Website Terms are the complete and exclusive statement of the mutual understanding between you and Global about use of the Careers Website and that these Careers Website Terms supersede all previous written and oral agreements, communications and other understandings relating to the subject matter of these Careers Website Terms. If Global is or you are prevented from performing or unable to perform any obligation under these Careers Website Terms due to any cause beyond its reasonable control, then Global's performance will be extended for the period of delay or inability to perform due to such occurrence. The headings and captions contained herein are for convenience only. These Careers Website Terms and all related documentation are drafted in English. While certain text in these Careers Website Terms may be made available in languages other than English (whether translated by a person or solely by computer software), the English language version controls. You and Global agree that there are no third-party beneficiaries intended under these Careers Website Terms.

Copyright Policy.

If you are a copyright owner and you believe your work has been copied and used improperly on the Careers Website, please contact our copyright agent using the contact information below. Pursuant to 17 U.S.C. § 512(c), to be effective, the notification to us must include the following information: (1) physical or electronic signature of a person authorized to act on behalf of the copyright owner; (2) description of the work you claim has been infringed and the description and location of the alleged infringement in the Careers Website; (3) your contact information including address, telephone number and e-mail address; (4) a written statement that you have a good faith belief the accused usage is infringing; and (5) a statement by you under penalty of perjury that the information in the notice is accurate and that you are duly authorized to act on behalf of the copyright owner.

Please contact us at:

Legal Department – Attn: Copyright Agent
Global Partners LP
800 South Street, Suite 500
Waltham, MA 02453
Phone: 781-894-8800
Email: legal@globalp.com

Please note that under Section 512(f) of the Digital Millennium Copyright Act, any person who knowingly materially misrepresents that material is infringing may be subject to liability. If you are unsure whether material on the Careers Website are infringing, we suggest that you contact an attorney prior to sending notice.

CONTACT US

If you have questions about these Careers Website Terms, please contact us:

- by email at privacy@globalp.com
- by telephone at 1-781-894-8800
- by U.S. mail at 800 South Street, Suite 500, Waltham, MA 02453.

CHATBOT TERMS OF USE

EFFECTIVE DATE: 12/31/2025

These Chatbot Terms of Use (“**Chatbot Terms**”) apply to use of Parker, an AI recruiting assistant powered by Generative AI. Parker is offered to users of [Careers at Global Partners](#) and the related careers pages (“**Careers Website**”) made available by Global Partners LP and its affiliates (“**Global**” or “**we**”). These Chatbot Terms supplement the General Terms of Use for Careers Website that appear above [Careers at Global Partners](#)

BY CHOOSING TO INTERACT WITH PARKER, YOU ACKNOWLEDGE AND AGREE TO THESE CHATBOT TERMS.

Parker allows you to take certain actions on the Careers Website, such as identify open opportunities, apply for a position, schedule an interview, or otherwise interact with the Careers Website. Parker is an automated service that does not involve human interaction unless you request to engage with a live person.

Parker is not used to substantially assist or replace human decision-making about assessing or screening applicants. If this changes, then Global will provide advance notice to you as required.

Parker uses data that you choose to share to help Parker generate responses and suggestions. If the data includes personal information, Global’s Recruitment Privacy Notice [Recruitment Privacy Notice \(Careers Website\).2025.docx](#) also applies. Please be sure to provide accurate and complete information to Parker.

Global and its third-party technology vendors that make Parker operate (“**Vendors**”) collect, record, analyze, store and otherwise process your interactions with Parker on the Careers Website. Global and the Vendors use the data collected through Parker for purposes of quality control, data analysis, enforcement of Global’s policies, as well as to improve the Careers Website and develop new programs to operate and expand our recruitment and related activities.

To achieve these purposes, Global and the Vendors use the data about your interactions with Parker to help improve and ‘train’ the artificial intelligence and machine learning models that power Parker. Global contractually requires that the Vendors aggregate and de-identify data before using data collected from your interactions in any way other than to support Global’s purposes.

Parker may in some situations produce incorrect output. Please be sure that you evaluate the accuracy of the output of Parker.

GLOBAL IS NOT RESPONSIBLE FOR ANY LOSS, DAMAGE OR INCONVENIENCE ARISING FROM YOUR USE OR INABILITY TO USE Parker OR FROM ANY OUTPUT BY Parker.

