

# **Altius VA Limited – Exigo privacy and cookies policy**

## **1. Introduction**

- 1.1 We are committed to safeguarding the privacy of our service and website users; in this policy we explain how we will treat personal information.
- 1.2 By using our services and website and agreeing to this policy, you consent to our use of cookies in accordance with the terms of this policy.

## **2. Collecting personal information**

- 2.1 We may collect, store and use the following kinds of personal information:
  - (a) information about your computer and about your visits to and use of this website (which may include your IP address, geographical location, browser type and version, operating system, referral source, length of visit, page views and website navigation paths;
  - (b) information that you provide to us when registering with our website (including your email address);
  - (c) information that you provide to us for the purpose of subscribing to our assessment services and any associated email notifications (including your name and email address);
  - (d) information that you provide to us when using the services on our website, or that is generated in the course of the use of those services;
  - (e) information relating to any purchases you make of our services or any other transactions that you enter into through our website (including your name, address, telephone number, email address and card details);
  - (f) information that you post to our website for publication to your client or potential client, on the internet (including your company name, names of any officers and employees of the company, your company profile and the content of your company assessment information);
  - (g) information contained in or relating to any communication that you send to us or send through our website (including [the communication content and metadata associated with the communication]); and
  - (h) any other personal information that you choose to send to us.
- 2.2 Before you disclose to us the personal information of another person, you must obtain that person's consent to both the disclosure and the processing of that personal information in accordance with this policy.

## **3. Using personal information**

- 3.1 Personal information submitted to us through our website will be used for the purposes specified in this policy or on the relevant pages of the website.

3.2 We may use your personal information to:

- (a) administer our website and business;
- (b) enable your use of the services available on our website;
- (c) supply to you services purchased through our website;
- (d) send statements, invoices and payment reminders to you, and collect payments from you;
- (e) send you non-marketing commercial communications;
- (f) send you email notifications pertaining to any assessment services you have requested from us;
- (g) send you our email newsletter (you can inform us at any time if you no longer require the newsletter);
- (h) send you marketing communications relating to our business which we think may be of interest to you, by email or similar technology (you can inform us at any time if you no longer require marketing communications);
- (i) provide third parties with statistical information about our users (but those third parties will not be able to identify any individual user from that information);
- (j) deal with enquiries and complaints made by or about you relating to our services and website;
- (k) keep our website secure and prevent fraud; and
- (l) verify compliance with the terms and conditions governing the use of our services website.

3.3 We will not supply your personal information to any third party for the purpose of their or any other third party's direct marketing.

3.4 All our website financial transactions are handled through our payment services provider, *Stripe Payments Europe Ltd* You can review the provider's privacy policy at <https://stripe.com/gb/privacy>. We will share information with our payment services provider only to the extent necessary for the purposes of processing payments you make via our website, refunding such payments and dealing with complaints and queries relating to such payments and refunds.

#### **4. Disclosing personal information**

4.1 We may disclose your personal information to any of our employees and officers and to your client Marks & Spencer plc, their employees, officers, insurers, professional advisers, agents, suppliers or subcontractors insofar as is required by them for the purposes of managing their business relationship with your company. In these circumstances Marks & Spencer plc will handle

all such information in accordance with their own Privacy Policy in line with their responsibilities as the 'Data Controller' for all such information which has been gathered, processed and made available to them by Altius VA Limited through their services and website.

4.2 We may disclose your personal information:

- (a) to the extent that we are required to do so by law;
- (b) in connection with any ongoing or prospective legal proceedings;
- (c) in order to establish, exercise or defend our legal rights (including providing information to others for the purposes of fraud prevention and reducing credit risk);
- (d) to the purchaser (or prospective purchaser) of any business or asset that we are (or are contemplating) selling; and
- (e) to any person who we reasonably believe may apply to a court or other competent authority for disclosure of that personal information where, in our reasonable opinion, such court or authority would be reasonably likely to order disclosure of that personal information.

4.3 Except as provided in this policy, we will not provide your personal information to third parties.

## **5. Retaining personal information**

5.1 This Section 6 sets out our data retention policies and procedure, which are designed to help ensure that we comply with our legal obligations in relation to the retention and deletion of personal information.

5.2 Personal information that we process for any purpose or purposes shall not be kept for longer than is necessary for that purpose or those purposes.

5.3 Notwithstanding the other provisions of this Section 6, we will retain documents (including electronic documents) containing personal data:

- (a) to the extent that we are required to do so by law;
- (b) if we believe that the documents may be relevant to any ongoing or prospective legal proceedings; and
- (c) in order to establish, exercise or defend our legal rights (including providing information to others for the purposes of fraud prevention and reducing credit risk).

## **6. Security of personal information**

6.1 We will take reasonable technical and organisational precautions to prevent the loss, misuse or alteration of your personal information.

6.2 We will store all the personal information you provide on a secure (password- and firewall-protected) server.

- 6.3 All electronic financial transactions entered into through our website will be protected by encryption technology.
- 6.4 You acknowledge that the transmission of information over the internet is inherently insecure, and we cannot guarantee the security of data sent over the internet.
- 6.5 You are responsible for keeping the password you use for accessing our website and services confidential; we will not ask you for your password (except when you log in to our website).

## **7. Amendments**

- 7.1 We may update this policy from time to time by publishing a new version on our website.

## **8. Your rights**

- 8.1 You may instruct us to provide you with any personal information we hold about you; provision of such information will be subject to:
  - (a) the payment of a fee (currently fixed at GBP 10); and
  - (b) the supply of appropriate evidence of your identity (for this purpose, we will usually accept a photocopy of your passport certified by a solicitor or bank plus an original copy of a utility bill showing your current address).
- 8.2 We may withhold personal information that you request to the extent permitted by law.

## **9. Third party websites**

- 9.1 Our website includes hyperlinks to, and details of, third party websites.
- 9.2 We have no control over, and are not responsible for, the privacy policies and practices of third parties, including the privacy policy and practices of your client Marks & Spencer plc.

## **10. Updating information**

- 10.1 Please let us know if the personal information that we hold about you needs to be corrected or updated.

## **11. About cookies**

- 11.1 A cookie is a file containing an identifier (a string of letters and numbers) that is sent by a web server to a web browser and is stored by the browser. The identifier is then sent back to the server each time the browser requests a page from the server.
- 11.2 Cookies may be either "persistent" cookies or "session" cookies: a persistent cookie will be stored by a web browser and will remain valid until its set expiry date, unless deleted by the user before the expiry date; a session

cookie, on the other hand, will expire at the end of the user session, when the web browser is closed.

11.3 Cookies do not typically contain any information that personally identifies a user, but personal information that we store about you may be linked to the information stored in and obtained from cookies.

11.4 Cookies can be used by web servers to identify and track users as they navigate different pages on a website and identify users returning to a website.

## **12. Our cookies**

12.1 We use session cookies on our website.

12.2 We use *session cookies* to store user identity when logged into the website, track users as they navigate the website, enable the use of a shopping cart on the website, improve the website's usability, administer the website, prevent fraud and improve the security of the website, personalise the website for each user and validate authenticated users sessions.

## **13. Analytics cookies**

13.1 We use Google Analytics to analyse the use of our website.

13.2 Our analytics service provider generates statistical and other information about website use by means of cookies.

13.3 The information generated relating to our website is used to create reports about the use of our website.

13.4 Our analytics service provider's privacy policy is available at: [<http://www.google.com/policies/privacy/>].

## **14. Blocking cookies**

14.1 Most browsers allow you to refuse to accept cookies; for example:

(a) in Internet Explorer (version 11) you can block cookies using the cookie handling override settings available by clicking "Tools", "Internet Options", "Privacy" and then "Advanced";

(b) in Firefox (version 47) you can block all cookies by clicking "Tools", "Options", "Privacy", selecting "Use custom settings for history" from the drop-down menu, and unticking "Accept cookies from sites"; and

(c) in Chrome (version 52), you can block all cookies by accessing the "Customise and control" menu, and clicking "Settings", "Show advanced settings" and "Content settings", and then selecting "Block sites from setting any data" under the "Cookies" heading.

14.2 Blocking all cookies will have a negative impact upon the usability of many websites.

14.3 If you block cookies, you will not be able to use our website.

## **15. Deleting cookies**

- 15.1 You can delete cookies already stored on your computer; for example:
- (a) in Internet Explorer (version 11), you must manually delete cookie files (you can find instructions for doing so at <http://windows.microsoft.com/en-gb/internet-explorer/delete-manage-cookies#ie=ie-11>);
  - (b) in Firefox (version 47), you can delete cookies by clicking "Tools", "Options" and "Privacy", then selecting "Use custom settings for history" from the drop-down menu, clicking "Show Cookies", and then clicking "Remove All Cookies"; and
  - (c) in Chrome (version 52), you can delete all cookies by accessing the "Customise and control" menu, and clicking "Settings", "Show advanced settings" and "Clear browsing data", and then selecting "Cookies and other site and plug-in data" before clicking "Clear browsing data".
- 15.2 Deleting cookies will have a negative impact on the usability of many websites.

## **16. Data protection registration**

- 16.1 We are registered as a data controller with the UK Information Commissioner's Office.
- 16.2 Our data protection registration number is ZA080374.

## **17.8. Our details**

- 17.1 This website is owned and operated by Altius VA Limited.
- 17.2 We are registered in England and Wales under registration number 06375468, and our registered office is at Wyvern Court, Stanier Way, Wyvern Business Park, Derby, DE21 6BF.
- 17.3 Our principal place of business is at at Wyvern Court, Stanier Way, Wyvern Business Park, Derby, DE21 6BF.
- 17.4 You can contact us:
- (a) by post, using the postal address given above;
  - (c) by telephone, on the contact number published on our website from time to time; or
  - (d) by email, using the email address published on our website from time to time.