

Company Name:	TalentYard
Model Policy Name:	Website Privacy Statement
Date:	6 th May 2018

The Company will collect the personal details that you provide to us on our website for the purposes of providing you with services and/or information. In providing such services and/or information to you we will only use your personal data in accordance with the terms of the following statement.

This statement sets out below:

1. How the Company collects your personally identifiable information through the website.
2. How the Company uses this information.
3. Who the Company may share the information with and for what purpose(s).
4. What choices are available to you regarding collection, use and distribution of your information.
5. The kind of security procedures that are in place to protect the loss, misuse or alteration of information collected through the Company's website
6. How you can correct any inaccuracies in the information collected through the website.

If you feel that this company is not abiding by its posted privacy policy, you should first contact marion@talentyard.co.uk

Information Collection and Use

The Company collects information from our users at several different points on our website. The Company is the sole owner of the information collected on this site. We will not sell, share, or rent this information to others.

Registration

We request information from you on our online registration forms. Here you must provide contact information and information regarding the type of work you are seeking and your skills, qualifications and experience. This information is used to enable us to provide you with work-finding services. If we have trouble processing your application, this contact information is used to get in touch with you.

Log Files

We use IP addresses to analyse trends, administer the site, track users' movements, and to gather broad demographic information for aggregate use. IP addresses are not linked to personally identifiable information.

Sharing

We may share aggregated demographic information with our clients. This is not linked to any personal information that can identify any individual person.

Overseas Transfers

The Company may transfer the information you provide to countries outside the European Economic Area ("EEA") that do not have similar protections in place regarding your data and restrictions on its use as set out in this policy. However, we will take steps to ensure adequate protections are in place to ensure the security of your information. The EEA comprises the EU member states plus Norway, Iceland and Liechtenstein. By submitting your information you consent to these transfers for the purposes specified above.

Sale of business

If the Company's business is sold or integrated with another business your details may be disclosed to our advisers and any prospective purchasers and their advisers and will be passed on to the new owners of the business.

Links

This website contains links to other external websites. Please be aware that the Company is not responsible for the privacy practices of such other sites. We encourage you to be aware of this when you leave our site and to read the privacy statements of each and every website that collects personally identifiable information. This privacy statement applies solely to information collected by the Company's website.

Cookies Policy

We may obtain data about you from cookies. These are small text files that are placed on your computer by websites that you visit. They are widely used in order to make websites work, or work more efficiently, as well as to provide information to the owners of the site. Cookies also enable us to deliver more personalised content. The cookie-related information is not used to identify you personally and the pattern data is fully under our control. These cookies are not used for any purpose other than those described here. The only third-party cookies we use on our site are Google Analytics.

The cookies used on www.talwentyard.co.uk are based on the International Chamber of Commerce guide for cookie categories:

- **Strictly necessary**
- **Performance**
- **Functionality**

Strictly necessary cookies

These cookies are needed for effective site usage and, as such, cannot be turned off. These cookies do not gather information about you that could be used for marketing purposes.

Performance cookies

These cookies collect information about how you use our website and help us monitor and improve the performance of our website, test different designs and functional areas ,etc.

Functionality cookies

These cookies are used to provide services or to remember choices you make upon first visiting our website, including user name. Gather any personal information that could be used to advertise products or services to you on other websites

Google Analytics

This website uses Google Analytics, a web analytics service provided by Google, Inc. ("Google"). This service uses cookies to help us analyse how users navigate and interact with the site. The information generated by the cookie includes your IP address and is transmitted to and stored by Google on servers in the United States. It uses this information to create reports on website activity for TalentYard and providing other services relating to website activity and internet usage. Google may send this information to third parties where required to do so by law, or if such third parties use the information on Google's behalf. Google will not associate your IP address with any other data held by Google. Most web browsers allow some control of most cookies through the browser settings.

Security

The Company takes every precaution to protect our users' information with the use of firewalls, browser certification technology, encryption, limited access, and use of passwords.

Only employees who need the information to perform a specific job (for example, our accounts clerk or a marketing assistant) are granted access to your information.

The Company uses all reasonable efforts to safeguard your personal information. However, you should be aware that the use of the Internet is not entirely secure and for this reason the Company cannot guarantee the security or integrity of any personal information which is transferred from you or to you via the Internet.

If you have any questions about the security at our website, you can send an email to marion@talentyard.co.uk

Correction/Updating Personal Information

If your personally identifiable information changes (such as office address), we will endeavour to provide a way to correct, update or remove the personal data provided to us. This can usually be done by emailing marion@talentyard.co.uk

Notification of Changes

If we decide to change our privacy policy, we will post those changes on our Homepage so our users are always aware of what information we collect, how we use it, and under circumstances, if any, we disclose it. If at any point we decide to use personally identifiable information in a manner different from that stated at the time it was collected, we will notify users by way of an email. Users will have a choice as to whether or not we use their information in this different manner. We will use information in accordance with the privacy policy under which the information was collected.

This policy was last updated 22nd November 2018.

Complaints or queries

The Company tries to meet the highest standards when collecting and using personal information. We take any complaints we receive about this very seriously. We encourage people to bring it to our attention if they think that our collection or use of information is unfair, misleading or inappropriate. We would also welcome any suggestions for improving our procedures.

If you wish to complain about this policy or any of the procedures set out in it please contact:

marion@talentyard.co.uk