



Privacy Policy

Summary:

This privacy policy describes how the AgriWebb group (**we, us, or our**) collects, uses, stores discloses and otherwise processes your personal data in connection with our Services or when you apply for employment with us, and your rights in relation to the personal data that we hold about you.

The controller of your personal data under this privacy policy is:

- AgriWebb UKEU Limited (company number 13735416) (**AgriWebb UKEU**), if you live in the European Union (**EU**) or United Kingdom;
- AgriWebb Corp (no. 7754932) (**AgriWebb Corp**) if you live in North America (including Canada) and Latin America;
- AgriWebb Australia Pty Ltd (ABN 79 643 115 815) (**AgriWebb AU**), if you live in any other jurisdiction; and
- the relevant AgriWebb group member you are seeking work with.

Please read this privacy policy in its entirety and carefully – it is important you understand how we collect and process your personal data and how we control it. Please also refer to any supplemental terms that may apply depending on where you live.

If you do not agree to the processing of your personal data as described in this privacy policy, please do not provide us with your personal data and stop using the Services.

Definitions:

In this summary and our privacy policy:

GDPR means Regulation 2016/679 of the European Parliament and of the Council on the protection of natural persons with regard to the processing of Personal Data and on the free movement of such data (General Data Protection Regulation) (**EU GDPR**) as implemented by countries within the European Economic Area and the EU GDPR as retained as law in England and Wales by the *European Union (Withdrawal) Act 2018* (UK GDPR) (as applicable to the processing).

Personal Data means information or an opinion about an identified individual or an individual who is reasonably identifiable, including "personal information" and "personal data" as defined in applicable Privacy Laws.

Privacy Laws means all applicable laws governing the processing of Personal Data, including (where applicable) the *Privacy Act 1988* (Cth), GDPR and *California Consumer Privacy Act* (2018).

Services means the access to, and use of, our website, software, data services, marketplace and related services.

Collection of personal data

If you register to use our Services, we need to collect certain personal data about you and information about your property. We will also process personal data about you when you use the Services, including when you make purchases, use a particular device or integrate with third party logins. If you need to get in touch with us, then we will also collect some personal data from you so that we can get back in touch with you. If you are a job applicant, we may collect identity information and information about your qualifications, experience and opinions from you and your references.

For more information: [see section 1 of our privacy policy](#).

Why we collect and how we use your personal data

We use your personal data lawfully for a range of purposes, including to enable you to use the Services and provide you with support and updates. We also use your personal data for direct marketing and in consultation with our business partners, as set out in this privacy policy. We may also use your personal data to assess your candidacy to work at AgriWebb. Where required, we rely on a valid legal basis to process your personal data (outlined below).

For more information: [see section 2 of our privacy policy](#).

Where we store and why we may share your personal data

Our servers which we use to store your personal information are located in Australia. We also have service providers who have servers located in the United Kingdom, Europe, Asia, United States of America and the Americas.

We may share your personal data with third parties to help us provide the Services. When we do provide your personal data to a third party, it may only be processed on the terms of this privacy policy. We may also share your personal data with third parties in connection with a job application.

For more information: [see sections 3 and 4 of our privacy policy](#).

Cookies

We may collect your personal data through the use of functional, marketing, advertising and performance cookies.

For information see section 5 of our privacy policy below and see our separate [Cookie Policy](#).

Data retention

We retain your personal data while we provide the Services or for as long as reasonably necessary to fulfil the purposes for which your personal data was collected and afterwards in accordance with our retention policy and as required by applicable laws. If you are a job applicant, we will retain your personal data in accordance with workplace and privacy retention obligations.

For more information: [see section 8 of our privacy policy](#).

Your rights

Depending on where you live, you may have certain rights with respect to your personal data, such as the right to access your personal data, to rectify your personal data, or to delete your personal data or to restrict or object to our processing of your personal data, port or transfer your personal data.

For more information and to determine which rights are available to you: [see section 10 of our privacy policy](#).

Contact details and complaints

If you have any questions or complaints about how we handle your personal data or to exercise any of your rights in relation to your personal data, you can contact us on the details listed below.

If you are located in the UK or the EU, please contact AgriWebb UKEU's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +44 28 4214 0006

Postal Address: 20-22 Wenlock Road London N1 7GU

If you are located in North America (including Canada) or Latin America, please contact AgriWebb Corp's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +61 2 8417 3054

Postal Address: 1644 Platte Street, Suite 400, Denver, CO, 80202, US

If you are located in Australia or any other jurisdiction, please contact AgriWebb AU's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +61 2 8417 3054

Postal Address: Level 6, 2-12 Foveaux Street, Surry Hills NSW 2010

How will we notify you of changes

If there are any changes to this privacy policy, we will update the policy at <https://www.agriwebb.com/privacy-policy/>. Your continued access and use of the Services after the posting of any modified privacy policy indicates your acceptance of the terms of the modified privacy policy.

AgriWebb Privacy Policy:

1 Collection of personal data

1.1 *Personal data we collect directly from you*

AgriWebb may collect personal data directly from you when you enquire about, register for or otherwise use any of our Services. We may also collect your personal data when you apply for employment with us. This may include personal data such as:

- your **contact details** such as your name, mailing or street address, email address, and telephone number;
- your **property information** such as your property identification number (PIC, CPH, etc depending on jurisdiction), property name and address, farm and business name, property size, farm map information, and farm operation type, where such information identifies you;
- your **commercial and financial information**, including records of your use of our Services and payment information such as credit or debit card information (albeit processed via third party payment processor) or account details and other purchasing or customer history;
- your **mailing list data** such as your name, email address, marketing and communication preferences and interests; and
- your **feedback information** that you provide in response to particular customer surveys, promotions, competitions and enquiries that identifies you.

Some of the personal data we collect may be considered “sensitive personal data” under certain privacy laws.

If you purchase a subscription to our Services from one of our authorised resellers, we may also collect the above information about you from that authorised reseller.

If you are a job applicant, we may, in addition to the above information (where applicable), collect personal data directly from you such as:

- your **contact details** such as your name, residential address, postal address, telephone number, and email address;
- your **identification information**, such as your gender, date of birth, driver’s license number, passport number, or similar identifiers;
- your **professional details** such as your qualifications, education history, skills, employment history and salary information;
- your **company details** such as your company name, company number, ABN and applicable tax information;
- your **citizenship status and/or right to work**; and
- your **sensitive personal data** such as medical or health-related information about you, including whether you have a disability or illness we may need to accommodate. We only use sensitive personal data for specific purposes.

We may collect the above information directly from you in a range of ways, including via forms on our website or in our application, in person, via email or any other channel you use to communicate with us.

1.2 *Personal information we collect automatically*

We automatically collect certain **technical data** from you when you use the Services. This includes your device ID, device type, application version, OS version, free space on device, email address, geo-location information, platform, carrier, computer and connection information, browser type, operating system network provider, statistics on page views, traffic to and from the sites, ad data, IP address and standard web log information.

We may also collect additional information relating to you that you provide to us indirectly through your use of our Services or online presence or through other websites or accounts from which you permit us to collect information.

We have included further details about our collection of your personal data through the use of cookies and similar technology in the '**Cookies**' section of this privacy policy and our separate [Cookie Policy](#).

1.3 **Personal data we collect from other sources**

We may also collect personal data about you from third parties in some circumstances, such as:

- **Contact details, property information, commercial and financial information and identification information** when you participate in an industry scheme or other arrangement and third-party data sharing programs;
- **third party login data** when you opt in to a third-party integration with Government body logins (e.g. NLIS, BCMS), Figured, Cibo Labs, Farmbot and other third party offerings available through the AgriWebb marketplace (accessible via <https://portal.agriwebb.com/accounts/marketplace>); and
- **referee and public information** such as any information about you given by references or from publicly available sources such as the personal references you provide in connection with a job application or from social media and other publicly-available sources e.g. your LinkedIn profile.

1.4 **Consequences of not providing personal data**

Failure to provide personal data required for AgriWebb to comply with its contractual obligations or legal requirements may result in AgriWebb not being able to provide the Services or deliver certain programs or features to you.

2 **Why we collect and how we use your personal data**

This section sets out more detail in relation to the purposes for which we collect your personal data, and the lawful grounds for which we use and disclose it:

Types of personal data	AgriWebb purpose for collection, use and disclosure and relevant GDPR legal bases (where applicable)
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data to register you for our Services (including to validate access to our software), take payment from you and communicate with you from time to time.</p> <p><i>Relevant legal bases: To manage and perform AgriWebb's contract with you (Article 6(1)(b), GDPR); AgriWebb has a legitimate interest to properly manage and administer its relationship with you and to ensure that it is effective and efficient as it can be (Article 6(1)(f), GDPR)</i></p>
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data to establish and fulfil any contracts of customer orders, including for farm management purposes.</p> <p><i>Relevant legal bases: To manage and perform AgriWebb's contract with you (Article 6(1)(b), GDPR); AgriWebb has a legitimate interest to properly manage and administer its relationship with you and to ensure that it is as effective as it can be (Article 6(1)(f), GDPR)</i></p>
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data to provide customer support and to contact you from time to time, including to investigate and/or respond to your enquiries or complaints.</p> <p><i>Relevant legal bases: To manage and perform AgriWebb's contract with you; AgriWebb has a legitimate interest to properly manage and administer its relationship with you and respond to your requests and enquiries for ongoing</i></p>

Types of personal data	AgriWebb purpose for collection, use and disclosure and relevant GDPR legal bases (where applicable)
	<i>business administration (Article 6(1)(f), GDPR)</i>
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data to verify your identity.</p> <p><i>Relevant legal bases: To comply with AgriWebb's legal or regulatory obligations (Article 6(1)(c), GDPR); AgriWebb has a legitimate interest to manage legal and/or regulatory matters as effectively and efficiently as possible (Article 6(1)(f), GDPR)</i></p>
Mailing list data	<p>We collect and use this personal data to invite you to participate in market research or surveys, deliver advertisements, marketing promotions and offers about products we think may be of interest to you.</p> <p><i>Relevant legal bases: With your consent, if required by applicable law (Article 6(1)(a), GDPR); AgriWebb has a legitimate interest to promote its products including to inform you about similar products that it thinks may be of interest to you (Article 6(1)(f), GDPR)</i></p>
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data for internal business analysis.</p> <p><i>Relevant legal bases: To comply with AgriWebb's legal or regulatory obligations (Article 6(1)(c), GDPR), including to comply with employment and immigration laws; AgriWebb has a legitimate interest to manage its business and the Services in order to pursue its legitimate interests to improve its Services (Article 6(1)(f), GDPR)</i></p>
Contact details, identification information, professional details, company details, citizenship status/right to work, sensitive personal data, referee and public information	<p>We collect and use these details to assess your suitability as a candidate as an employee at AgriWebb.</p> <p><i>Relevant legal bases: To comply with AgriWebb's legal or regulatory obligations (Article 6(1)(c), GDPR), including to comply with employment and immigration laws; AgriWebb has a legitimate interest in assessing and employing suitable candidates at AgriWebb (Article 6(1)(f), GDPR).</i></p> <p><i>AgriWebb may need to process sensitive personal data to comply with employment and other laws (including health and safety laws) to, for example, assess your health and safety in the workplace and fitness to work (Article 6(1)(c), GDPR and Article 9(2), GDPR)</i></p>
Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)	<p>We collect and use this personal data to understand usage and issues that may arise through multiple device syndication or other support problems and to customise your experience, monitor, analyse and improve the Services and our marketing and advertisement efforts. We may also use this personal data to provide guidance on how to use our application and provide troubleshooting, such as addressing and remediating technical issues and</p>

Types of personal data	AgriWebb purpose for collection, use and disclosure and relevant GDPR legal bases (where applicable)
	<p>bugs.</p> <p><i>Relevant legal bases: With your consent, if required by applicable law (Article 6(1)(a), GDPR); AgriWebb has a legitimate interest to manage its business and the Services in order to pursue its legitimate interests to improve its Services (Article 6(1)(f), GDPR)</i></p>
<p>Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)</p>	<p>We collect and use this personal data to protect AgriWebb's rights, the rights and safety of its users and others, and to prevent fraud, illegal activities and activities that may violate AgriWebb's Website Terms or other contracts.</p> <p><i>Relevant legal bases: To manage and perform AgriWebb's contract with you (Article 6(1)(b), GDPR); AgriWebb has a legitimate interest to protect its rights and the rights and safety of its users and others (Article 6(1)(f), GDPR)</i></p>
<p>Contact details, property information, commercial and financial information, identification information, technical data, feedback information, third party login data (where opted in)</p>	<p>We share this personal data with third parties that acquire or are interested in acquiring all or part of AgriWebb's assets or shares, and relevant third party providers to facilitate offerings available through our Service (including content, advice and data) owned or controlled by such third parties.</p> <p><i>Relevant legal bases: To comply with AgriWebb's legal or regulatory obligations (Article 6(1)(c), GDPR); AgriWebb has a legitimate interest to manage its business including for legal, personnel, administrative and management purposes (Article 6(1)(f), GDPR)</i></p>

We may also disclose your personal data for purposes related to those above which would be reasonably be expected by you, as required or permitted by law (including in response to subpoenas, court orders or government requests); when we believe in good faith it is necessary to protect our rights, property or safety or that of others (including to law enforcement and judicial or regulatory authorities); to third parties to detect, prevent or address fraud or data security vulnerabilities; and in connection with, an actual or potential, sale, merger, reorganisation or other restructuring.

3 **Where we store your personal data**

AgriWebb may store and disclose your personal data to locations outside the country in which you are domiciled. If you are domiciled in the UK or EU, your personal data may be transferred outside of the European Economic Area (EEA) to countries that do not have laws equivalent to EEA privacy laws, including Australia.

We may also engage service providers outside the EEA. When we transfer your personal data outside the country in which you are domiciled, we take steps to ensure that your personal data is secure and transferred in accordance with applicable privacy protection laws, including (where necessary) entering into a data transfer agreement (e.g. standard contractual clauses) with that third party, seek to rely on the third party's Binding Corporate Rules or otherwise make the transfer in reliance on a derogation under EEA/UK privacy laws. If you would like further information in relation to, or a copy of, the relevant safeguards, you can contact us (see "Contact details" section below).

Our servers for the Services are located in Australia and service providers are located in the following jurisdictions:

- Australia;

- United Kingdom;
- Europe: Ireland, Netherlands, Denmark, Finland, Belgium, Germany, France;
- Americas: United States of America, Canada, Chile, Brazil;
- Asia: Taiwan, Singapore, Japan.

4 **Why we may share your personal data**

We will disclose your personal data from time to time to the following categories of recipients, including :

- *Affiliates*: we may share your personal data with our employees and the AgriWebb group;
- *Service Providers*: we may share your personal data with service providers who assist us in providing our Services or in our business operations, including providers of payment processing services, website services or analytics providers;
- *Commercial Partners*: we may share your personal data with our sponsors, authorised resellers, or promoters, including in connection with any competition we conduct via our Services;
- *Research Partners*: we may share your personal data with our research partners, including government agencies and not-for-profit cooperatives, where those partners are bound by obligations of confidentiality;
- *Sale or Transfer of Business*: we may share your personal data with any party to whom our assets or business (or any part of them) are transferred;
- *Recruitment or Third Party Agencies*: we may disclose your personal data to recruiters who provide your information to us, third party references you've provided us, and to enable verification and background checks for job applicants and service providers;
- *Professional Advisors*: we may disclose your personal data to our professional advisers, including those who provide us with legal, taxation, audit and insurance services, where those advisers are bound by obligations of confidentiality;
- *Legal Matters*: we may disclose your personal data to government agencies, regulatory bodies and law enforcement agencies, as required, authorised or permitted by law; and
- *With your Consent*: we may share your personal data with third parties authorised by you to receive information held by us.

While we take reasonable steps to ensure that third party recipients of your personal data comply with privacy laws that are similar to those in your jurisdiction, you acknowledge and agree that we cannot control the actions of third party recipients and so cannot guarantee that they will comply with those privacy laws.

We may also commercialise and share aggregated or de-identified usage data and insights derived from the Services, provided that such data and insights do not incorporate personal data in a form that could reasonably identify you without your prior consent.

5 **Cookies**

Cookies, pixels, and other tracking technologies are small data files that a website is able to place on a user's hard drive to record aspects of that user's experience of the website. You can refuse the use of cookies by selecting the appropriate settings on your browser.

We may use 'cookies' on our website that help us track your website usage and remember your preferences. We may also use cookies to enable us to collect data that may include personal data about you. For example, where a cookie is linked to your account, it may be considered personal data under applicable privacy laws. We will handle any personal data collected by cookies in the same way that we handle all other personal data as described in this privacy policy. Additionally, some cookies may allow us or third parties to market products and services that may be of interest to you.

For more information on the functional, marketing, advertising and performance cookies we use, please review our [Cookie Policy](#).

6 **Security**

6.1 **The steps we take to secure your personal data**

We may hold your personal data in either electronic or hard copy form.

We take reasonable steps to protect your personal data from misuse, interference and loss, and from unauthorised access, modification or disclosure.

Unfortunately, however, there are inherent risks with the transmission of information via the internet. Although we will do our best to protect your personal data, we cannot guarantee that your information is completely secure when transmitted to or from our Services; any transmission of your information is at your own risk.

6.2 How we will respond to a data breach

If any loss, unauthorised access or disclosure of your personal data occurs, we will comply with our obligations under applicable privacy laws in dealing with that loss, unauthorised access or disclosure.

Please let us know immediately if you become aware of any breach of security affecting any personal data held by AgriWebb.

7 Links

Our Services may contain links to websites or software operated by third parties. Those links are provided for convenience and may not remain current or be maintained. We are not responsible for the privacy practices of, or any content on, those linked websites or software, and have no control over or rights in those linked websites or software. The privacy policies that apply to those other websites or software may differ substantially from our privacy policy, so we encourage individuals to read them before using those websites or software.

8 Data retention

For each of the categories of personal data collected, AgriWebb retains your personal data for as long as reasonably necessary to fulfill the purposes for which such personal data was collected and in compliance with applicable laws. The criteria used to determine the retention periods include: (i) how long the personal data is needed to provide the Services and otherwise operate our business; (ii) the type of personal data collected; and (iii) whether we are subject to a legal, contractual, or other obligation to retain the personal data (e.g. mandatory data retention laws, government orders to preserve data relevant to an investigation, or data that must be retained for the purposes of litigation or disputes). We keep your personal data in accordance with the retention periods consistent with laws and regulatory obligations that apply to us.

9 Children's personal data

Some of our Services are used by children under the age of 18, including in school programmes and during on-farm use. We collect and process children's personal data only as permitted by applicable privacy laws and with the appropriate authorisation, such as verifiable consent from a parent or guardian, or authorisation provided by a school or education authority. We do not knowingly collect children's personal data without the required authorisation. If you are a parent, guardian, or authorised school representative and believe that a child's personal data has been provided to us without authorisation, please contact us (see "Contact details" section below).

10 Your rights

Some countries grant specific rights, which are set out in this section. If you are located in the UK or European Union, all of the below rights apply to you (subject to certain limitations and exceptions). If you are located in Australia, only "access" and "correction" rights apply. If you are located in any other country, the extent to which these rights apply to you will depend upon the laws of your country. If you would like to exercise any of these rights, please contact us (see "Contact details" section below).

10.1 Access

You have the right to access personal data we hold about you.

You can access the personal data you have made available as part of your account by logging into your Services account.

You can also request access to other personal data that we hold about you by contacting us at the details set out below. Upon receiving an access request, we may seek further details from you in order to verify your identity. We reserve the right to refuse access to personal data if we cannot verify your identity to our reasonable satisfaction.

Access will generally be provided in an appropriate format within a reasonable period of time, and no longer than one month after receipt of your request. In exceptional cases, we may extend this period by two months, and tell you why. We may charge a fee for providing access if it requires a significant amount of time to locate your personal data or to collate or present it in an appropriate format. This fee will be explained to you before it has been incurred.

In limited circumstances, and where permitted under applicable privacy laws, we may refuse to provide access to your personal data.

10.2 Correction

You have the right to correct any of your personal data we hold that is inaccurate, out-of-date or incomplete. You can access and correct the personal data we hold about you by logging into your Services account.

10.3 Erasure

You have the right to request that AgriWebb erases your personal data. Note that exercising your right to be forgotten by requesting a removal of personal information may result in AgriWebb being unable to provide some or all of our Services to you.

10.4 Restriction of processing

You have a right to require us to restrict processing the personal data we hold about you – AgriWebb would need to secure and retain the personal data for your benefit but not otherwise use it.

10.5 Portability

If you wish for us to transfer your personal data in a digital format to a third party, please let us know and ensure you detail that party. Note that we can only do so where it is technically feasible. We are not responsible for the security of the personal data or its processing once received by the third party.

10.6 Objection

You may object to our use of your personal data if we use your data on the basis of our legitimate interests (such as when we use your personal data for your account security, such as to prevent malicious log-ins). To the extent provided by applicable laws and regulations, you may also withdraw any consent to processing you previously provided to us. Any withdrawal of consent shall not affect the lawfulness of processing based on consent prior to its withdrawal.

You also have the right to opt-out of any marketing communications that AgriWebb may send you.

11 Contact details and complaints

We welcome questions, comments and requests regarding this privacy policy.

If you have a question or wish to make a complaint about how we process your personal data, please contact us using the contact details set out below.

This is without prejudice to your right to launch a claim with the privacy authority in the country in which you live or work where you consider we have infringed privacy laws.

11.1 Contact details for EU or UK customers

If you are located in the European Union or the United Kingdom, please contact the AgriWebb UKEU Limited's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +44 28 4214 0006

Postal Address: 20-22 Wenlock Road London N1 7GU

11.2 Contact details for North and Latin American customers

If you are located in North America (including Canada) or Latin America, please contact AgriWebb Corp's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +61 2 8417 3054

Postal Address: 1644 Platte Street, Suite 400, Denver, CO, 80202, US

11.3 Contact details for Australian customers and all other customers

If you are located in Australia or any other jurisdiction, please contact AgriWebb Australia Pty Ltd's Privacy Officer on:

Email: dpo@agriwebb.com

Phone: +61 2 8417 3054

Postal Address: Level 6, 2-12 Foveaux Street, Surry Hills NSW 2010

12 Changes

We may make changes to this privacy policy from time to time, including to reflect any changes to our information handling practices or business circumstances. If we do so, we will post the updated privacy policy on our website <https://www.agriwebb.com/privacy-policy/>. Any such changes will be effected upon posting.

Please make sure you review this privacy policy each time you engage with us in order to keep up to date with any updates or changes.

Supplementary Terms: Australia

If you are located in Australia, the following additional terms apply to you:

1 Your rights

If you are dissatisfied with our response to your request for access to, or correction of, your personal data or your privacy complaint, you may contact the Office of the Australian Information Commissioner by email at enquiries@oaic.gov.au, telephone at +61 1300 363 992 or mail at GPO Box 5218 Sydney NSW 2001.

2 Transacting anonymously

Where practicable, we will give you the option of not identifying yourself or using a pseudonym when interacting with us. You acknowledge that if you do not provide us with your personal data, we may be unable to provide you with access to certain sections of the Services or effectively respond to your query.

Supplemental Terms: United States

Depending on where you reside in the United States, the following terms may apply to you.

1 Collection, use, and disclosure of personal data

Categories of personal data we may collect, disclose, or share	Purposes for collection / use	Applicable users	Categories of third parties to whom personal data may be disclosed or shared
Contact details, such as your name, telephone number, email address, and postal address	Provide you with our Services, communicate with you, market our Services to you	Users of our Services	Affiliates, service providers, commercial and research partners, professional advisors, as required by law
Professional and employment-related details such as education information, salary details, right to work, employment history	Assess your candidacy for employment	Applicants and candidates for employment	Affiliates, service providers, recruitment agencies, professional advisors, as required by law
Technical data, such as browser and device information	Operate our business, provide you with our Services, market our Services to you	Website visitors, users of our Services	Affiliates, service providers, commercial and research partners, professional advisors, as required by law
Government and demographic identifiers such as gender, date of birth, driver's license or passport number	Operate our business, provide you with our Services, market our Services to you	Users of our Services	Affiliates, service providers, commercial and research partners, professional advisors, as required by law
Sensitive personal data, such as medical or health related information including whether you have an illness or disability requiring accommodation	Process accommodations	Candidates for employment	Affiliates, service providers, professional advisors

2 Your rights

Depending upon the state where you reside and subject to certain exemptions and limitations, you may have the following rights related to your personal data:

- know the categories and/or specific pieces of personal data collected about you, including whether your personal data is sold or disclosed, and with whom your personal data was shared;
- access a copy of the personal data we have collected about you, including the right to portability;
- request deletion of your personal data;
- correct or update inaccurate personal data;
- opt-out of targeted advertising; and
- opt-out of sales or sharing of your personal data for cross-context behavioural advertising purposes.

To exercise any of the rights above, please contact us (see "Contact details" section above).

We reserve the right to verify your identity in connection with any requests regarding personal data to help

ensure that we provide the personal data to the individual to whom it pertains and only allow those individuals or their authorized representatives to exercise rights with respect to that personal data.

If you are an authorised agent making a request on behalf of an individual, we may require and request additional data to verify that you are authorised to make that request. We may also request additional data where necessary (e.g., if we suspect an access request is fraudulent, we will request additional data to verify your identity). We reserve the right to deny your request if we cannot verify your identity.

You have the right not to be discriminated against for your privacy choices, and we will not restrict or deny you access to our Services because of choices and requests you make in connection with your personal data. Please note, certain choices may affect our ability to deliver the Services.

If we deny your request, you may appeal our decision by contacting us. If you have concerns about the results of your appeal, you may contact the Attorney General in the state where you reside.