



Algospark Data Privacy Policy

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By Darren Wilkinson

We may revise this Policy at any time by amending this page. You are expected to check this page from time to time to take notice of any changes we make, as they are binding on you.

Purpose

This Privacy Policy describes how we collect, use and share the information you provide to us and the information we collect in the course of operating our business.

Scope

This Privacy Policy sets the minimum standard and shall guide all Algospark employees and Agents even if local law is less restrictive.

Information Collected and Sources

"Personal information" is any information that can be used to identify you or that we can link to you and which we have in our possession or control. We will collect and process the following personal information about you:

- Information that you provide to us.
- Contact queries or responses to our communications.
- Data provided in connection with our provision of services.
- Recruitment application and data validation.
- Information we otherwise collect when you use our services or when we otherwise interact or correspond with you. We use various technologies to collect and store information when you visit our website.

Data Integrity and Purpose Limitation

Algospark will only Process Personal Information in a way that is compatible with the purpose for which it has been collected or subsequently authorized by the individual. Algospark shall take steps to help ensure that Personal Information is accurate, reliable, current and relevant to its intended use.

Use of Collected Data

We may use your personal information for the following purposes:

- Provide agreed services
- Provision of information may be of interest to you
- In relation to recruitment, to review and process your job application
- Compliance with legal or regulatory obligations that we must discharge
- Establish, exercise or defend our legal rights, or for the purposes of legal proceedings
- Web site analytics
- Investigate complaints or queries
- Prevent and respond to actual or potential fraud or illegal activities
- Collate, process and share any statistics based on an aggregation of information held by us, provided that any individual is not identified from the resulting analysis and the collation, processing and dissemination of such information is permitted by law.

Grounds for Using Personal Information

We rely on the following legal grounds to process your personal information:

- Performance of a contract.
- Legitimate interest (as listed above).
- Compliance with law or regulation.
- Consent - we may (but usually do not) need your consent to use your personal information. You can withdraw your consent by contacting us.

Access

Algospark provides individuals with reasonable access to their Personal Information for purposes of correcting, amending or deleting that information where it is inaccurate or has been Processed in



violation of the Algospark data privacy principles. We may also share personal information within our organisation. As a result, your personal information may be transferred to locations outside Europe as well as within it for the purposes described above. We may also share your personal information outside Algospark. This may include:

- Third party agents/suppliers or contractors, bound by obligations of confidentiality, in connection with the processing of your personal information for the purposes described in this Policy. This may include, but is not limited to, IT and communications service providers.
- Third parties relevant to the services that we provide. This may include, but is not limited to, counterparties to litigation, professional service providers, sponsors of our events, regulators, authorities and governmental institutions.
- Protecting your data outside the EEA (EU Member States and Iceland, Liechtenstein and Norway). We may transfer data that we collect from you to third-party data processors in countries that are outside the EEA such as Australia or the USA. This might be required, for example, in order to fulfil your services, process your payment details or provide support services.

Any transfer of your personal data will follow applicable laws and we will treat the information under the guiding principles of this Privacy Notice.

Information Security

Algospark takes reasonable and appropriate measures to protect Personal Information from loss, misuse and unauthorized access, disclosure, alteration and destruction, taking into due account the risks involved in the Processing and the nature of the Personal Information. How long we hold your personal information for will vary and will depend principally on:

- Purpose for which we are using your personal information.
- Legal obligations - laws or regulation may set a minimum period for which we have to keep your personal information.

We will ensure that the personal information that we hold is subject to appropriate security measures.

Choices and rights

You have a number of legal rights in relation to the personal information that we hold about you and you can exercise your rights by contacting us using the details set out below. These rights include:

- Obtaining information regarding the processing of your personal information and access to the personal information which we hold about you. There may be circumstances in which we are entitled to refuse requests for access to copies of personal information. Please note, information that is subject to legal professional privilege will not be disclosed other than to our member and as authorised by our member.
- Requesting that we correct your personal information if it is inaccurate or incomplete.
- Requesting that we erase your personal information in certain circumstances. Please note that there may be circumstances where you ask us to erase your personal information but we are legally entitled to retain it.
- Objecting to, and requesting that we restrict, our processing of your personal information. There may be circumstances where you object to, or ask us to restrict, our processing of your personal information but we are legally entitled to refuse that request. In some circumstances, receiving some personal information in a structured, commonly used and machine-readable format and/or requesting that we transmit such information to a third party where this is technically feasible. Please note that this right only applies to personal information which you have provided to us.
- Withdrawing your consent, although in certain circumstances it may be lawful for us to continue processing without your consent if we have another legitimate reason (other than consent) for doing so.
- Lodging a complaint with the relevant data protection authority, if you think that any of your rights have been infringed by us.