

Talent Mining's Privacy Policy

Last Updated 1st October 2014

This privacy policy applies to all the products, services and websites offered by Talent Mining Ltd. We refer to our products, services and websites as the "Services" in this policy.

Questions? If you have a question regarding our privacy policy or practices then please contact support@talentmining.co.uk

This policy sets out the basis on which any personal data we collect from you, or that you provide to us, will be processed by us. Please read the following carefully to understand our views and practices regarding your personal data and how We will treat it.

For the purpose of the Data Protection Act 1998, the data controller is Secure Opinion Limited of Cheltenham Film+Photographic Studios, Hatherley Lane, Cheltenham, Gloucestershire, England.

All Users

Cookies

If you do not know what a cookie is please go to http://en.wikipedia.org/wiki/HTTP_cookie

Our Services need to use a Session Cookie to know what information is to be displayed whenever you click on an active element (e.g. button, menu etc.). Session Cookies are deleted when you close your browser.

Our Services do not use Persistent Cookies.

Local Storage (Data Stored By Your Browser Not As a Cookie)

Local storage is a standard technology that allows a website or app to store and retrieve data on a person's computer, mobile phone or other device.

Our Services use local storage to enable certain features. For example, we may store an encrypted information data block (EIDB) that holds certain encrypted information that will speed up data access on our web-servers.

If you use the logout function within our services the local storage will be emptied.

Opinion Seekers – Those Seeking Opinions From Others or Themselves

Content

The content you enter and the content that is entered by the respondents is owned by you. We simply process them on your behalf to provide the Services you require. We do not sell the content to anyone. We do not use the Content for our own purposes. We do not show the content to anyone unless instructed to by an English court or if you have put the

content in the public domain.

Email Addresses

We treat all email addresses entered or uploaded by your self as content (and they are treated as described above). We just use your email address to keep you informed of the status of your account.

Information We Do Use

To use our Services you need to have an account, we have two forms of account

- An individual user
- A person working for or acting on behalf of an organisation

Because the two types of user may require different Services (i.e. Those working for an organisation may require invoices, receipt for payment etc. to be sent to a specific address) we may collect this additional information from you via various web pages.

If you make a payment for a Service we will need certain billing information from you. If you make a payment through a third party (i.e. Pay Pal) then you will also be subject to their terms and conditions.

We do not sell or share any of the registration, billing or account information with any third parties. We use that information solely for providing, monitoring and improving the Services we provide to you.

Security

We keep your data secure. Please read our Security Statement at http://www.talentmining.co.uk/policies/TML_SecurityStatement.pdf for more information.

Respondents – Those Whose Opinion Is Being Sought

Your Content

Our services are used by Opinion Seekers to collect and collate the opinion of others (respondents). If you are a respondent then by giving your opinion you are giving the person seeking that opinion all rights to your opinion (your content). If you do not want to give them those rights then do not volunteer your opinion. You can use the decline option to cancel their request and remove their request from your Secure Opinion App or Web-App. We do not use, share or sell your opinions.

If you do volunteer your opinion then we may collect and, sometimes, process the following data about you (depending on the information you provide):

- Submitted Information: information that you provide by completing the questionnaires. This includes information provided at the time of registering to use the Services, posting material or requesting further services. We may also ask you for information if you report a problem with our website or the Services.
- Additional information:

- if you contact us, We may keep a record of that correspondence; and
- details of transactions you carry out via the Services.

Are Your Responses Anonymous?

That depends on how the Opinion Seeker has set up their request. Certain Services can be made anonymous and if that option has been taken the opinion seeker should notify you by:

- Telling you in the email they sent to you seeking your opinion
- Putting it in the project "Goal" statement that appears on your Secure Opinion task list.

All Users

All information will be treated in accordance with the legal provisions under English law concerning data protection. However, unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your data transmitted to us; any transmission is at your own risk. Once we have received your information, we will use strict procedures and security features to try to prevent unauthorised access. Details of our security features can be found in our Security Statement, which is located here:

http://www.talentmining.co.uk/policies/TML_SecurityStatement.pdf

Your Rights

You have the right to request a copy of any information that we currently hold about you. In order to receive such information please send your contact details including address and payment of £15 to cover administration expenses to the following address:

Privacy

Talent Mining Limited

The Studio Block

Cheltenham Film+Photographic Studios

Hatherley Lane

Cheltenham

Glos GL51 6PN

UK

Our Sites may, from time to time, contain links to and from third party websites. If you follow a link to any of these websites, please note that these websites and any services that may be accessible through them have their own privacy policies and that we do not accept any responsibility or liability for these policies or for any personal data that may be collected through these websites or services, such as contact and location data. Please check these policies before you submit any personal data to these websites or use these

services.

All Users

Changes to this Policy

Any changes we may make to our privacy policy in the future will be posted on this page and, where appropriate, notified to you by e-mail and/or notifying you of a change when you next use the Services. The new terms may be displayed on-screen and you may be required to read and accept them to continue your use of the Services.

Talent Mining Ltd.