

## PRIVACY POLICY

This Privacy Policy applies to the website(s) and mobile applications (together, the "Sites") provided by Ferguson Collective, a company headquartered in Cambridge, England, Great Britain, and/or the other companies of the Ferguson Collective group ("FC", "we", "us") who act as data controllers, respect to the personal data you share with FC under this Policy.

The Sites include [www.fergusoncollective.co.uk](http://www.fergusoncollective.co.uk) and additional websites or mobile applications produced and managed by FC.

FC knows that your privacy is important to you and takes user privacy very seriously. We are committed to protecting your personal data (i.e. any information you provide to us from which you can be identified) in accordance with this Privacy Policy.

FC reserves the right, at its sole discretion, to alter and update this Privacy Policy from time to time. We therefore invite you to review the current version of the Privacy Policy each time you return to our Sites.

### Information we collect and how we use it

FC collects personal data from you when you request information from FC and/or supply, information through the Sites, such as when you fill out a subscription form or consulting expertise inquiry, opt in to receive emails, newsletters, marketing materials, competitions from FC, agree to participate in surveys, join our Entrepreneurs' Lounge or apply for a role at FC.

Personal data we collect might include your name, e-mail address, title, occupation, company or university affiliation, industry, region/country, relationship to FC, reason for contacting FC, topics you are interested in, any other background information provided with an application and any other information contained in messages you send us.

By browsing our Sites and submitting this information to us, you explicitly agree to FC using your personal data for the purposes and in the manner described in this Privacy Policy. Please do not send us any information you do not wish FC to use.

FC will use your personal data to fulfil your request, provide you with the information you requested and/or send you marketing communications. If you have applied for a job at FC, your data will be processed for the purposes of evaluating and processing your application and candidacy for the position to which you have applied. We may also use your information to analyse and improve our recruiting and onboarding processes as well as to communicate with you about FC events and to send you publications that we think may be of interest to you. More detail can be found in the Job Applicants section.

FC may collect personal data and may disclose such information to third party service providers in aggregate for marketing and promotional purposes. However, in these situations, we do not disclose to these entities any information that could be used to personally identify you.

If you register as a member of the Entrepreneurs' Lounge your data will be processed for purposes including conducting network mailings and surveys as well as maintaining and sharing marketing and career development contacts. Your data might also be visible to other Entrepreneurs' Lounge members.

You do not have to provide us with any personal data. However, if you do not, we may be unable to handle your request or to provide you with the services you are requesting.

FC will keep your personal data for as long as needed to handle your request or for as long as we have a relationship with you or as per your consent. If you have applied for a role with FC, FC will keep your personal data associated with your application for a period of up to five years. If you wish to have your contact data removed please email [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk)

Please note that FC is not responsible for any information you may disclose publicly in any chat rooms, message boards, or similar web pages, including those hosted on or linked to our Sites. You should keep in mind that, whenever you publicly disclose information about yourself online (for example, via message boards or chat rooms), such information could be collected and used by people whom you do not know. In addition, certain message boards and similar user forums may display IP addresses along with the message poster's name and message. FC bears no responsibility for any action or policies of any third parties who collect any information users may disclose on the message boards, chat areas or other user forums, if any, on the Sites.

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### Use of cookies on the Sites

We may use cookies or other technology ("cookies") to obtain certain types of information when you browse our Sites. "Cookies" are small text files that are stored by your browser on your computer's hard drive. Cookies can be placed on your computer directly by one of our Sites (first party cookies) or by another website (third party cookies).

We may use cookies to keep track of your visit to our Sites, speed up navigation and improve your experience of the site, (for instance by remembering some of your preferences or choices, the last pages you visited or searches you carried out or by keeping you logged in).

Our Sites may use cookies such as Google Analytics to carry out some analytics on and enhance our Sites. These cookies help us understand, for example, how you use our Sites, which pages are the most visited or where people visiting our Sites are located.

We may also use cookies to enable you to share content on networking or social media sites or for marketing and promotional purposes where you have subscribed to our marketing communications from FC.

The "help" section of most browsers will tell you how to prevent your browser from accepting new cookies, how to have the browser notify you when you receive new cookies, and how to disable or delete cookies altogether. If you choose to disable cookies, certain functionalities of our Sites might not work.

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### Who we share your personal data with

We may share your personal data with others, such as:

carefully selected third party service providers, such as marketing service providers (if you have subscribed to our marketing communications), IT systems providers, recruitment service providers, background check providers, data cleansing providers or event organisers, so they can provide services to FC;

- our advisors;
  - other Entrepreneurs' Lounge members if you have chosen to take part in the network; and
  - law enforcement authorities or other government bodies when we are required to do so.
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Third parties, other than law enforcement authorities or government bodies, will only handle your personal data on behalf of FC for the purposes described in this Policy. FC will not sell or otherwise share your personal data with such third parties for their own use.

The companies of the FC group and other third parties we share your information with may be located in other countries, including countries that do not offer the same protection to your personal data as the country in which you reside. Where that is the case, FC ensures that your personal data is protected by using appropriate legal mechanisms. If you reside in the European Union, such mechanisms include using contracts or wording approved by the European Commission (called standard contractual clauses or, in the case of US-based companies, working with companies that are privacy shield certified).

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### Links to other websites

In addition, a link to a third-party website does not mean that FC endorses or accepts any responsibility for the content or the use of such web site. FC shall not bear any liability and responsibility for such content or for your use of these websites.

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### Safeguarding your personal data

Authorised FC personnel and third parties mentioned above will only have access to your personal data to the extent they need it to do their job or provide their services. Despite these precautions, however, FC cannot guarantee that unauthorised persons will not obtain access to your information.

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## Your Rights

Depending on where you reside, you may be entitled to certain rights regarding the personal data FC holds about you. For instance, you may have the right to request access to your information, obtain a copy of it as well as information about how we use it. You have the right to request that we correct incorrect, inaccurate or out-of-date information about you. You may also have the right to request that we stop processing your information and/or withdraw your consent to such processing and to ask us to delete your information.

In the event that you have registered for membership of the Entrepreneurs' Lounge or have applied for a consulting or central functions role at FC and you no longer wish your data to be processed as described in this Policy, or if you wish to access, rectify, cancel or oppose such processing, please contact us at [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk) respectively. If you have applied for a corporate role at FC and wish to exercise the rights described above, please contact the person you sent your application to or contact via [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk)

If you receive marketing communications from FC, you can opt out of receiving future emails from or unsubscribe from participating in our programs through the "preferences" page, which is accessible in every marketing email you receive from FC or by emailing [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk)

If you wish to make a request about your personal data, other than your membership or consultant application data, please contact us at [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk). Please note that we will take reasonable steps to check your identity before handling your request.

If you think we are handling your information unlawfully, we encourage you to get in touch with us by telephone or emailing [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk)

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## Job Applicants

If you apply for a job at FC, you will be asked to submit information to FC such as your name, contact details, information about your education and work history and any other background information that might be relevant for your application or that you choose to share with FC. If you do not provide this information to us, we might not be able to process your application.

FC will use this information to assess your application and candidacy for the position to which you have applied. Without limiting the generality of the foregoing, this may include: (i) evaluating your skills and experience in relation to the qualification required for the job to which you have applied; and (ii) tracking feedback and interactions we have with you throughout the recruiting process. We may also use your information when analysing our internal recruiting processes to determine (i) which recruit sources to focus on; (ii) how to improve integration and training programs for new hires with different educational backgrounds and work experience; and (iii) how to enhance our interview model to improve hiring quality. The information you provide may also be used to communicate with you about FC events and to send you publications that we think may be of interest to you.

We might share your personal data with other companies in the FC group as well as with third parties such as recruitment service providers, background check providers and IT system providers. These FC companies and third parties might be located in a different country than your country of residence.

We will keep your application data for up to five years. If you no longer wish for FC to process your data or if you wish to exercise your rights, please contact [talent@fergusoncollective.co.uk](mailto:talent@fergusoncollective.co.uk)

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## Enquiries

If you have any questions about this Privacy Policy or how FC handles your personal data, please contact our Data Protection Officer:

Email: [relations@fergusoncollective.co.uk](mailto:relations@fergusoncollective.co.uk)

Post: Ferguson Collective, 20 Station Road, Cambridge, England, UK CB1 2JD. (Issue 2019)

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