

PRIVACY & COOKIES POLICY

This privacy policy applies between you, the User of this Website and NIHC, the owner and provider of this Website. NIHC takes the privacy of your information very seriously. This privacy policy applies to our use of any and all Data collected by us or provided by you in relation to your use of the Website.

Please read this privacy policy carefully. Definitions and interpretation

Data	collectively all information that you submit to NIHC via the Website. This definition incorporates, where applicable, the definitions provided in the Data Protection Laws;
Cookies	a small text file placed on your computer by this Website when you visit certain parts of the Website and/or when you use certain features of the Website. Details of the cookies used by this Website are set out in the clause below (Cookies);
GDPR	the General Data Protection Regulation (EU) 2016/679;
User or you	any third party that accesses the Website and is not either (i) employed by NIHC and acting in the course of their employment or (ii) engaged as a consultant or otherwise providing services to NIHC and accessing the Website in connection with the provision of such services;
Website	the website that you are currently using and any sub-domains of this site unless expressly excluded by their own terms and conditions.

In this privacy policy, the following definitions are used: In this privacy policy, unless the context requires a different interpretation: the singular includes the plural and vice versa;

1. references to sub-clauses, clauses, schedules or appendices are to sub-clauses, clauses, schedules or appendices of this privacy policy;
2. a reference to a person includes firms, companies, government entities, trusts and partnerships;
3. "including" is understood to mean "including without limitation";
4. reference to any statutory provision includes any modification or amendment of it;
5. the headings and sub-headings do not form part of this privacy policy.

Scope of this privacy policy

3. This privacy policy applies only to the actions of NIHC and Users with respect to this Website. It does not extend to any websites

that can be accessed from this Website including, but not limited to, any links we may provide to social media websites.

4. For purposes of the applicable Data Protection Laws, NIHC is the “data controller”. This means that NIHC determines the purposes for which, and the manner in which, your Data is processed.

Data collected

5. We may collect the following Data, which includes personal Data, from you:
 1. name;
 2. date of birth;
 3. job title;
 4. profession;
 5. contact Information such as email addresses and telephone numbers;
 6. demographic information such as postcode, preferences and interests;
 7. IP address (automatically collected);
 8. web browser type and version (automatically collected);
 9. operating system (automatically collected);
 10. a list of URLs starting with a referring site, your activity on this Website, and the site you exit to (automatically collected);
 11. in each case, in accordance with this privacy policy.

How we collect Data

6. We collect Data in the following ways:
 1. data is given to us by you; and
 2. data is collected automatically.

Data that is given to us by you

7. NIHC will collect your Data in a number of ways, for example:
 1. when you contact us through the Website, by telephone, post, e-mail or through any other means;
 2. when you register with us and set up an account to receive our services;
 3. when you complete surveys that we use for research purposes (although you are not obliged to respond to them);
 4. when you elect to receive marketing communications from us;
 5. when you use our services;
 6. when you complete and submit recruitment online forms;

in each case, in accordance with this privacy policy.

Data that is collected automatically

8. To the extent that you access the Website, we will collect your Data automatically, for example:

1. we automatically collect some information about your visit to the Website. This information helps us to make improvements to Website content and navigation, and includes your IP address, the date, times and frequency with which you access the Website and the way you use and interact with its content.
2. we will collect your Data automatically via cookies, in line with the cookie settings on your browser. For more information about cookies, and how we use them on the Website, see the section below, headed “Cookies”.

Our use of Data

9. Any or all of the above Data may be required by us from time to time in order to provide you with the best possible service and experience when using our Website. Specifically, Data may be used by us for the following reasons:
 1. internal record keeping;
 2. improvement of our products / services;
 3. to operate recruiting activities;
 4. meeting internal audit requirements;
 5. internal research and development activities;
 6. to operate, manage, develop and promote our business;
 7. to operate, administer and improve our website;

in each case, in accordance with this privacy policy.

10. We may use your Data for the above purposes if we deem it necessary to do so for our legitimate interests. If you are not satisfied with this, you have the right to object in certain circumstances (see the section headed “Your rights” below).
11. When you register with us and set up an account to receive our services, the legal basis for this processing is the performance of a contract between you and us and/or taking steps, at your request, to enter into such a contract.

Who we share Data with

12. We may share your Data with the following groups of people for the following reasons:
 1. any of our group companies or affiliates – to operate, administer and improve our website and other aspects of the way in which we conduct our operations;
 2. our employees, agents and/or professional advisors – to operate, manage, develop and promote our business (including our services);
 3. third party service providers who provide services to us which require the processing of personal data – to service providers who host our web services or other information technology systems or otherwise hold or

- process your information on our behalf, under conditions of confidentiality and security required by law;
4. relevant authorities – to protect our business from fraud, money-laundering, breach of confidence, theft of proprietary materials and other financial or business crimes and to comply with our legal and regulatory obligations and bring and defend legal claims and assert legal rights;

in each case, in accordance with this privacy policy.

Keeping Data secure

13. We will use technical and organisational measures to safeguard your Data, for example:
 1. access to your account will be controlled by a password and a user name that is unique to you (if applicable);
 2. we store your Data on secure servers
14. Technical and organisational measures include measures to deal with any suspected data breach. If you suspect any misuse or loss or unauthorised access to your Data, please let us know immediately.

Data retention

15. Unless a longer retention period is required or permitted by law, we will only hold your Data on our systems for the period necessary to fulfil the purposes outlined in this privacy policy or until you request that the Data be deleted.
16. Even if we delete your Data, it may persist on backup or archival media for legal, tax or regulatory purposes.

Your rights

17. You have the following rights in relation to your Data:
 1. **Right to access** – the right to request (i) copies of the information we hold about you at any time, or (ii) that we modify, update or delete such information. If we provide you with access to the information we hold about you, we will not charge you for this, unless your request is “manifestly unfounded or excessive.” Where we are legally permitted to do so, we may refuse your request. If we refuse your request, we will tell you the reasons why.
 2. **Right to correct** – the right to have your Data rectified if it is inaccurate or incomplete.
 3. **Right to erase** – the right to request that we delete or remove your Data from our systems.
 4. **Right to restrict our use of your Data** – the right to “block” us from using your Data or limit the way in which we can use it.

- 5. **Right to data portability** – the right to request that we move, copy or transfer your Data.
- 6. **Right to object** – the right to object to our use of your Data including where we use it for our legitimate interests.

18. It is important that the Data we hold about you is accurate and current. Please keep us informed if your Data changes during the period for which we hold it.

Links to other websites

19. This Website may, from time to time, provide links to other websites. We have no control over such websites and are not responsible for the content of these websites. This privacy policy does not extend to your use of such websites. You are advised to read the privacy policy or statement of other websites prior to using them.

Changes of business ownership and control

- 20. We may disclose Data to a prospective purchaser of our business or any part of it.
- 21. In the above instances, we will take steps with the aim of ensuring your privacy is protected.

Cookies

22. This Website may place and access certain Cookies on your computer. NIHC uses Cookies to improve your experience of using the Website and to improve our range of services. NIHC has carefully chosen these Cookies and has taken steps to ensure that your privacy is protected and respected at all times.

23. All Cookies used by this Website are used in accordance with current UK and EU Cookie Law.

24. Before the Website places Cookies on your computer, you will be presented with a message bar requesting your consent to set those Cookies. By giving your consent to the placing of Cookies, you are enabling NIHC to provide a better experience and service to you. You may, if you wish, deny consent to the placing of Cookies; however certain features of the Website may not function fully or as intended.

25. This Website may place the following Cookies:

Type of Cookie	Purpose
Strictly necessary cookies	These are cookies that are required for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website, use a shopping cart or make use of e-billing services.

Analytical/performance cookies	They allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.
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26. You can find a list of Cookies that we use in the Cookies Schedule.

27. You can choose to enable or disable Cookies in your internet browser. By default, most internet browsers accept Cookies but this can be changed. For further details, please consult the help menu in your internet browser.

28. You can choose to delete Cookies at any time; however you may lose any information that enables you to access the Website more quickly and efficiently including, but not limited to, personalisation settings.

29. It is recommended that you ensure that your internet browser is up-to-date and that you consult the help and guidance provided by the developer of your internet browser if you are unsure about adjusting your privacy settings.

30. For more information generally on cookies, including how to disable them, please refer to aboutcookies.org. You will also find details on how to delete cookies from your computer.

General

31. You may not transfer any of your rights under this privacy policy to any other person. We may transfer our rights under this privacy policy where we reasonably believe your rights will not be affected.

32. If any court or competent authority finds that any provision of this privacy policy (or part of any provision) is invalid, illegal or unenforceable, that provision or part-provision will, to the extent required, be deemed to be deleted, and the validity and enforceability of the other provisions of this privacy policy will not be affected.

33. Unless otherwise agreed, no delay, act or omission by a party in exercising any right or remedy will be deemed a waiver of that, or any other, right or remedy.

34. This Agreement will be governed by and interpreted according to the law of England and Wales. All disputes arising under the Agreement will be subject to the exclusive jurisdiction of the English and Welsh courts.

Changes to this privacy policy

35. NIHC reserves the right to change this privacy policy as we may deem necessary from time to time or as may be required by law. Any changes will be immediately posted on the Website and you are

deemed to have accepted the terms of the privacy policy on your first use of the Website following the alterations.