



# Privacy Policy

## 1. Introduction

ESS Ltd ("we," "us," or "ESS") is committed to protecting the privacy of individuals who visit our website, interact with our services, or provide us with their personal information.

This Privacy Policy outlines how we collect, use, disclose, and protect personal information in accordance with applicable data protection laws.

## 2. Collection of Personal Information

- We may collect personal information directly from individuals or through third-party sources for the purposes of providing our services, improving user experience, and complying with legal requirements.
- The types of personal information we may collect include, but are not limited to, names, contact details, job titles, and any other information individuals voluntarily provide to us.

## 3. Use of Personal Information

- Personal information collected by ESS Ltd is used for the following purposes:
  - Providing our services: We may use personal information to deliver and administer our services, respond to inquiries, and fulfil contractual obligations.
  - Communication: We may use personal information to communicate with individuals, provide updates, and respond to requests.
  - Improving user experience: We may use personal information to analyse user preferences, personalise content, and enhance the functionality of our website and services.
  - Marketing and promotions: With explicit consent, we may use personal information to send marketing communications, newsletters, and promotional materials about our services.
  - Legal compliance: We may process personal information to comply with legal obligations, enforce our terms and conditions, and protect our rights and interests.



Exceeding Safety Standards

#### **4. Sharing of Personal Information**

- ESS Ltd may share personal information with third parties in the following circumstances:
  - Service providers: We may engage trusted third-party service providers to assist with the delivery of our services, subject to appropriate data protection agreements.
  - Legal requirements: We may disclose personal information if required to comply with applicable laws, regulations, or legal processes, or to respond to valid requests from law enforcement or other governmental authorities.
  - Business transfers: In the event of a merger, acquisition, or sale of assets, personal information may be transferred to the relevant parties involved.

#### **5. Data Security**

- ESS Ltd takes reasonable measures to protect personal information from unauthorised access, disclosure, alteration, or destruction.
- We implement appropriate technical and organisational security measures to ensure the confidentiality, integrity, and availability of personal information.
- While we strive to protect personal information, no method of transmission over the internet or electronic storage is completely secure. Therefore, we cannot guarantee absolute security.

#### **6. Data Retention**

- ESS Ltd retains personal information for as long as necessary to fulfil the purposes outlined in this Privacy Policy, unless a longer retention period is required or permitted by law.
- We will securely dispose of personal information when it is no longer needed, ensuring compliance with applicable data protection laws.

#### **7. Rights of Individuals**

- Individuals have certain rights regarding their personal information, which may include the right to access, correct, update, or delete their information.
- To exercise these rights or inquire about the personal information we hold, individuals can contact us using the contact information provided below.



## 8. Third-Party Websites

- Our website and services may contain links to third-party websites or services. This Privacy Policy does not apply to those websites or services, and we are not responsible for their privacy practices. We encourage individuals to review the privacy policies of any third-party websites they visit.

## 9. Children's Privacy

Our website and services are not intended for children under the age of 16. We do not knowingly collect personal information from individuals under the age of 16. If we become aware that we have inadvertently collected personal information from a child under 16, we will take steps to delete the information as soon as possible.

## 10. Changes to this Privacy Policy

- ESS Ltd may update this Privacy Policy from time to time to reflect changes in our practices or legal requirements. The updated policy will be effective upon posting on our website. We encourage individuals to review this Privacy Policy periodically for any changes.

## 11. Contact Us

- For any questions, concerns, or requests regarding this Privacy Policy or the handling of personal information, individuals can contact us using the following information:
  - Email: [info@exceedingsafetystandards.com](mailto:info@exceedingsafetystandards.com)

At ESS Ltd, we are committed to protecting the privacy of individuals. This Privacy Policy outlines our practices for collecting, using, and safeguarding personal information. By providing personal information to ESS, individuals consent to the processing of their data in accordance with this policy.

*Lorna McBreen*

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Lorna McBreen, CEO

15.07.2023

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Date