

Introduction

[Deloitte](#) (also referred to below as "**we**", "**us**", and "**our**") is a privacy conscious organization. This Privacy Notice describes how we collect, use, and share information gathered in connection with your completion of any survey, focus group, interview, study, or other activity designed to collect information that is conducted by Deloitte (collectively, "Surveys") that links to or references this Privacy Notice. By responding to one of these Surveys, you agree to the use of such information in accordance with this Privacy Notice.

As used in this Privacy Notice, "**Deloitte Network**" refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms and their related entities. DTTL and each of its member firms are legally separate and independent entities. Please see www.deloitte.com/about for a detailed description of the legal structure of DTTL and its member firms.

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Information collection

We may collect personal information about you that you provide as part of completing a Survey such as:

- Name
- Home address
- Home telephone number
- Date of birth
- Any other information about you that is relevant to the survey

Personal information that is collected from you as part of a Survey may include sensitive personal information (i.e., data relating to race or ethnic origin, religious or philosophical beliefs, trade union membership, political opinions, medical or health conditions, or information specifying the sex life or sexual orientation of an individual). We will, where necessary, obtain your explicit consent to collect and use such information.

Log information, cookies and Web beacons

For Surveys conducted electronically on a Deloitte website, we may collect standard Internet log information including your IP address, browser type and language, access times and referring website addresses. To ensure that the Surveys are well managed and to facilitate improved navigation, we or our service provider(s) may also use cookies (small text files stored in a user's browser) or Web beacons (electronic images that allow us to count users who have accessed particular content and to access certain cookies) to collect aggregate data. Additional information on how we use cookies and other tracking technologies and how you can control these can be found in our [Cookie Notice](#).

Privacy Shield Notice

Deloitte adheres to the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks as set forth by the U.S. Department of Commerce with respect to personal information that is transferred from the European Economic Area, the United Kingdom and Switzerland to the United States within the scope of Deloitte's Privacy Shield certifications. To learn more, see our [Privacy Shield Notice](#).

Information use

We use your personal information that we collect in connection with a Survey for the purposes described in the Survey, or where we have a legitimate business interest in or other legal basis for, such collection and use. The personal information you submit to us may be used to verify your identity when you access a Survey, manage our relationship with you, including any of your requests, or to customize or improve our Surveys.

We may also use your personal information for marketing purposes, or to send you promotional materials or communications regarding services provided by us or other members of the Deloitte Network that we feel may be of interest to you. We may also contact you to seek feedback on services provided by members of the Deloitte Network or for market or other research purposes. Your personal information may also be used to protect our rights or property and that of our users.

Disclosure of information to third parties

We may provide your personal information to other members of the Deloitte Network in connection with the performance of the Survey, including analysis of the data collected in the Survey. Your personal information may also be disclosed to members of the Deloitte Network and other third parties in order to respond to your requests or inquiries; as part of a corporate transaction (such as a sale, divestiture, reorganization, merger or acquisition); or where those parties handle information on our behalf.

Personal information may also be disclosed to law enforcement, regulatory or other government agencies, or to other third parties, in each case to comply with legal, regulatory, or national security obligations or requests.

We will provide notice and obtain your consent before sharing personal information about you with an unaffiliated third party that is not performing services for the Deloitte Network, except if such sharing is otherwise permitted by this Privacy Notice or the Survey.

Information about you that we have aggregated with information about other individuals or have otherwise made anonymous such that your identity cannot be determined may be shared by the Deloitte Network with third parties without restriction except to the extent otherwise set forth in the Survey.

All of these disclosures may involve the transfer of personal information to countries or regions without data protection rules similar to those in effect in your area of residence.

By responding to a Survey, you are consenting to the disclosures described above.

Any personal information that we have referenced above under "Information collection" may be disclosed to the third parties identified in this section for the purposes set forth herein.

Selling of information

We do not sell personal information about you that is collected in connection with a Survey.

Information retention

We retain personal information as necessary for the duration of the purpose outlined in this Privacy Notice. Notwithstanding the duration of the purpose, we may retain your

information if necessary to comply with our legal or professional obligations, enforce our agreements, or resolve disputes.

Right to access and control your personal information

You have choices about how your personal information is collected, used and shared.

Depending on the jurisdiction in which you are located, you may have the right to request that we modify, delete, or stop processing your personal information, and you may also have the right to request that we provide the following information regarding the personal information we hold about you:

- The categories and/or specific pieces of personal information we collected
- The categories of sources from which personal information is collected
- The business or commercial purpose for collecting personal information
- The categories of third parties with whom we shared personal information

To exercise any of your rights under applicable law described above regarding your personal information, please complete our [Personal Information Request Form](#) or call us at this number **+1 844 919 0711**. When contacting us, please provide your name and email address. Once we receive your request, we may ask you to provide additional information to enable us to respond.

Applicable laws may also give you the right to lodge a complaint with a local supervisory authority related to this Privacy Notice.

We will not discriminate against you for exercising any of your rights with respect to your personal information.

Special notices to California residents

If you are a California resident, you are entitled to request information concerning any personal information you provide to us as part of an established business relationship for personal, family, or household purposes that we disclose to nonaffiliated third parties for their direct marketing purposes. We do not share such personal information with nonaffiliated third parties for such purposes.

Do Not Track

"Do Not Track" is a preference you can set in your Web browser to let the websites you visit know that you do not want them collecting information about you. For Surveys conducted electronically on a Deloitte website, such Surveys do not currently respond to a "Do Not Track" or similar signal. We do not engage in the collection of personal information about

your online activities over time and across third-party websites or online services to provide targeted advertising and we do not allow third parties to collect such personal information when you complete an electronic Survey.

Information security

We have in place reasonable commercial standards of technology and operational security to protect all personal information provided by users with respect to the Surveys from unauthorized access, disclosure, alteration or destruction.

Children's privacy protection

We understand the importance of protecting children's online privacy. The Surveys are not designed for or intentionally targeted at children under the age of 13. It is not our policy to intentionally collect or maintain information about anyone under the age of 13. If we obtain actual knowledge that we have received such information, we will take steps to delete it.

Changes to our Privacy Notice

In addition to describing our current privacy practices, this Privacy Notice also describes the categories of personal information we collected, disclosed, or sold during the preceding 12 months. We may modify or amend this Privacy Notice from time to time at our discretion. When we make changes to this Privacy Notice, we will amend the revision date at the top of this page and such modified or amended Privacy Notice shall be effective as to you and your information as of that revision date. We encourage you to periodically review this Privacy Notice to view any updates.

Contact information

If you have any questions or concerns regarding your privacy in connection with a Survey, please contact us at USPrivacyQuestions@deloitte.com or call us at +1-844-919-0711.