



PRIVACY POLICY AND DATA PROTECTION

This Privacy Policy governs the manner in which TL Safety Limited collects, uses, maintains and discloses information collected from Users (each, a “User”) of our website (“Site”). This privacy policy applies to the Site and all products and services offered by TL Safety Limited and how we process, store, erase or protect data.

Personal identification information

We may collect personal identification information from Users in a variety of ways, including, but not limited to, when Users visit our site, fill out the contact form, questionnaires, booking forms and in connection with other activities, services, features or resources we make available on our Site. Users may be asked for, as appropriate, their name, address, email address, phone number. Where a User completes the general training enquiry form we ask for your Company name and address and the names of the candidates who require the training course.

Users may, however, visit our Site anonymously. We will collect personal identification information from Users only if they voluntarily submit such information to us. Users can always refuse to supply personally identification information, except that it may prevent them from engaging in certain Site related activities or us contacting you if you want us to do so.

Non-personal identification information

We may collect non-personal identification information about Users whenever they interact with our Site. Non-personal identification information may include the browser name, the type of computer and technical information about Users means of connection to our Site, such as the operating system and the Internet service providers utilized and other similar information.

Web browser cookies

Our Site uses “cookies” to enhance User experience. User’s web browsers place cookies on their hard drive for record-keeping purposes and sometimes to track information about them. Users may choose to set their web browser to refuse cookies, or to alert you when cookies are being sent. If they do so, some parts of our Site may not function properly.



How we use the collected information

TL Safety Limited may collect and use Users personal information for the following purposes:

To improve customer service

- Information you provide helps us respond to customer service requests and support needs more efficiently and effectively.
- To personalize user experience.
- We may use information in the aggregate to understand how our Users as a group use the services and resources provided on our Site.

To improve our Website

- We may use feedback you provide to improve our products and services.

To contact you

- We may use the User's email address to respond to User inquiries, questions, and/or other requests.
- Where appropriate we may want to contact you by telephone to discuss a User's enquiry to ensure that we understand your request and that we are able to provide the correct service to meet your needs.

How we protect your information

We adopt appropriate data collection, storage and processing practices and security measures to protect against unauthorized access, alteration, disclosure or destruction of your personal information, username, password, transaction information and data stored on our Site. We use SSL (Secure Sockets Layer) security technology for establishing an encrypted link between our web server and a browser. This link ensures that all data passed between the web server and browsers remain private and integral. Our IT systems use firewalls, anti-virus, anti-spam & anti-spyware protection, vulnerability scanning, real time scanning and shredding of deleted files.

Sharing your personal information

We do not sell, trade, or rent Users personal identification information to others. We may share generic aggregated demographic information not linked to any personal identification information regarding visitors and Users and certain personal information to our business partners, associates and trusted affiliates for the purposes of our legitimate interests or the performance of a contract with you.

Where Users have purchased online training courses we do need to share your name and e-mail address to a third party websites which we use to host our e-learning courses. This is to enable us to set up the User's e-learning course and to generate login details and a User password to enable Users to complete the training course.



Third party websites

Users may find advertising or other content on our Site that link to the Websites and services of our partners, suppliers, advertisers, sponsors, licensors and other third parties. We do not control the content or links that appear on these Websites and are not responsible for the practices employed by websites linked to or from our Site. In addition, these Websites or services, including their content and links, may be constantly changing. These Websites and services may have their own privacy policies and customer service policies. Browsing and interaction on any other website, including websites which have a link to our Site, is subject to that Website's own terms and policies.

Changes to this Privacy Policy

TL Safety Limited has the discretion to update this Privacy Policy at any time. When we do, we will revise the date at the bottom of this page. We encourage Users to frequently check this page for any changes to stay informed about how we are helping to protect the personal information we collect. You acknowledge and agree that it is your responsibility to review this Privacy Policy periodically and become aware of any modifications.

Your acceptance of these terms

By using this Site, you signify your acceptance of this policy. If you do not agree to this policy, please do not use our Website. Your continued use of our Site at www.tlsafety.co.uk following the posting of changes to this policy will be deemed your acceptance of those changes.

About your data and your rights

We will endeavour to ensure that data is accurate and, where necessary, kept up to date. Every reasonable step will be taken to ensure that personal data is inaccurate, having regard to the purposes for which it is processed, that when requested is erased or rectified without delay.

You have the right to be informed, the right of access, the right of rectification, the right to erasure, the right to restrict processing, the right to data portability, the right to object and rights in relation to automatic decision making and profiling.

Our Legal Basis Under GDPR

What we do	Our legal basis under GDPR
<p>Provide consultancy services of health and safety, business management, ISO and management systems, CE Marking and BS EN 1090 services, welding consultancy, HR & employment law services, face fit testing, training services and health surveillance services.</p>	<p>Article 6(1)(b) – this is necessary for the performance of a contract with you, our data subject.</p>
<p>Use the personal data that you provide on our web site forms or through the website email address or the data that we record when you telephone any of our contact telephone numbers.</p>	<p>Article 6(1)(b) – when you provide us with your personal data, for instance to obtain a quote for our services or to book or inquire about a training course or our consultancy services, this is a necessary step to take at the request of the data subject prior to entering into a contract.</p>
<p>Contact you regarding the services we provide</p>	<p>Article 6(1)(f) – we need to contact you for our legitimate interests so that we can gather more information for the provision of our services, or to deliver those services efficiently and most effectively.</p>
<p>Retain your data under our data retention policy after your contract has expired</p>	<p>Article 6(1)(f) – we need to retain your personal data for only as long as necessary under the law to protect our legitimate interests.</p>
<p>Contact you by email, telephone or through our newsletters</p>	<p>Article 6(1)(b) – this is necessary for the performance of a contract with you, our data subject and applies when you have entered into certain contracts with us such as our health and safety competent person retainer services.</p>

Categories of personal data that we obtain.

Personal Data	Explanation
<p>Name, postal address, email address, website, identification number, location data, online identifier – these are classed as personal data</p>	<p>This data is provided by you on our web site forms, email correspondence through our website, contacting us by telephone either to obtain a quote from us, subscribe to one of our newsletters, provide services to us, request a service or product from us or as part of the provision of your existing contractual services with us.</p> <p>This data may be provided by you if you apply for a job opportunity with us or you want to work with us as an associate consultant, trainer or service provider.</p>
<p>Special categories of personal data are racial or ethnic origin, political opinions, sex life, sexual orientation, religious or philosophical beliefs, trade union membership, genetic data, biometric data for the purposes of uniquely identifying a natural person, or data concerning health</p>	<p>This data may be provided by you on our website forms or questionnaires in relation to the utilisation of our health surveillance provider or provided when seeking advice and support from our HR and employment law partner.</p>

Contacting us about our Privacy Policy and GDPR

If you have any questions about this Privacy Policy, GDPR, the practices of this Site, or your dealings with this Site please contact us at:

TL Safety Limited

privacy@tlsafety.co.uk