

Privacy notice and cookies

Last updated: May 2018

We at Global Software, Inc. respect your concerns about privacy. This Online Privacy Notice describes the types of personal information we collect on <https://www.globalsoftwareinc.com>, social media and through our email campaigns, and how we use the information, with whom we may share it and the choices available to you regarding our use of the information. We also describe the measures we take to protect the security of the information and how you can contact us about our privacy practices.

Who we are

The Website is communicated by and is the property of Global Software Inc. Global Software Inc is a limited company registered in England and Wales with the registered number 03081037. The registered office in the United States is 3301 Benson Drive, Suite 201, Raleigh, NC 27609 and in the United Kingdom it is 5 Elstree Gate, Elstree Way, Borehamwood, Hertfordshire, WD6 1JD.

Information we may collect from you

When you visit our Site, you may be asked to provide information about yourself including your name and contact details (being your email, telephone number and/or work address). We may also collect information about you, your work history and/or your usage of our Site if you contact us via e-mail, phone, or letter or send us a CV (or permit a recruitment agent or another third party to send a CV to us). We may also automatically collect technical information, such as your IP address, and information about your visit, such as the pages that you viewed.

Without prejudice to the generality of the foregoing, we use Google Analytics to learn how visitors are using our Site and how we could improve it and Google Analytics Demographics and Interest Reporting to learn about the age and gender of the Site's users along with the interests they express through their online travel and purchasing activities. You can read more in Google Analytics' privacy policy.

Some of the above information is collected and processed for the purpose of legal compliance, some to perform a contract with you, and some for the purposes of our legitimate business interests (subject to your rights), e.g. to analyse the use of our Site and services in order to continually improve our services.

Information that we receive from other people

We work closely with third parties who may collect personal information from you and pass it on to us. Our staff may also give us emergency contact information as part of our emergency scenario planning and may give us details of their dependants in relation to their employee benefits arrangements. Where this is the case the third party is responsible for obtaining the relevant consents from you to ensure you are happy with the ways in which your personal data will be used.

Use of the information

We use information held about you in the following ways:

- to provide you with access to the relevant parts of the Site;
- where necessary, to notify you about changes to our services or our Site;
- to administer our Site and for internal operations;
- to keep our Site safe and secure;
- to process any request you may have made;
- to keep in touch with you as part of our professional network and let you know about opportunities; and
- to improve your user experience, by ensuring that content is presented in the most effective manner.

Where you have consented at the time we collected your data or where we otherwise have a right to do so, we may use your information to let you know about our services that may be of interest to you and/or inform you about important changes or developments to the Site or our services, by email.

If you change your mind about us using your data in the ways described in this Policy, please let us know by contacting us at info@globalsoftwareinc.com. You may also opt out of receiving marketing emails from us by following the instructions outlined in the email.

Sharing your information

We do not disclose personal information we obtain about you through the Sites, except as described in this Online Privacy Notice. We also may share personal information with service providers who perform services on our behalf based on our instructions. We do not authorise these service providers to use or disclose the information except as necessary to perform services on our behalf or comply with legal requirements.

We also may disclose information about you (i) if we are required to do so by law or legal process, (ii) to law enforcement authorities or other government entities based on a lawful disclosure request, or (iii) when we believe disclosure is necessary or appropriate to prevent harm or financial loss, or in connection with an investigation of suspected or actual fraudulent or illegal activity. We reserve the right to transfer personal information we have about you in the event we sell or transfer all or a portion of our business or assets (including in the event of a reorganisation, spin-off, dissolution or liquidation).

In addition, we may share anonymous/aggregate information with third parties, such as service providers, for any purpose.

Marketing

From time to time, we may use your information to contact you with information on our investments and other news which we feel may be of interest to you, as well as event invites. You have the right at any time to stop us from contacting you for marketing purposes. You may also request at any time that we do not share your information with third parties. If you wish to exercise these rights you can do so by sending us an email to info@globalsoftwareinc.com. You can also unsubscribe from any email marketing using the links provided in the emails we send to you.

Your information and your rights

We offer you certain choices in connection with the personal information we collect from you. To update your preferences or submit a request, please contact us at info@globalsoftwareinc.com. To the extent provided by the law of your jurisdiction, you may request access to the personal information we maintain about you or request that we correct, amend, delete or block the information by contacting us as indicated below. Where provided by law, you may withdraw any consent you previously provided to us or object at any time on legitimate grounds to the processing of your personal information, and we will apply your preferences going forward.

Changes to our privacy notice

We may change our Privacy Notice from time to time. However, we will not reduce your rights under this Privacy Notice. We will always update this Privacy Notice on our website, so please try to read it when you visit the website (the 'last updated' reference tells you when we last updated our Privacy Notice).

Security, data transfers outside of the EEA and data retention

We take steps to protect your information from unauthorised access and against unlawful processing, accidental loss, destruction and damage. We will only keep your information for as long as we reasonably require and, in any event, only for as long as Data Protection Legislation allows.

Where you have chosen a password which allows you to access certain parts of our Site, you are responsible for keeping this password confidential. We advise you not to share your password with anyone.

The data that we collect from you may be transferred to, and stored at, a destination outside the European Economic Area (“EEA”) or the United Kingdom (“UK”). It may also be processed by staff operating outside the EEA or the UK who work for us or third parties engaged in, among other things, the provision of support services to us. By submitting your personal data, you acknowledge this transfer, storing or processing. We will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Policy and the Data Protection Legislation. This means that we will only transfer your information to third parties that (a) are in countries that have been confirmed by the European Commission to provide adequate protection to personal information; or (b) have agreed to provide all protections to your personal information as set out in the Data Protection Legislation.

Unfortunately, the transmission of information via the internet is not completely secure. Although we will do our best to protect your personal data, we cannot guarantee the security of your data transmitted to our site; any transmission is at your own risk.

Global Software Inc’s approach to the General Data Protection Regulation (GDPR)

We are committed to observing the highest standards of confidentiality, data protection and data security and have a comprehensive and progressed GDPR implementation program underway.

Other sites and social media

Our Sites may provide links to other websites for your convenience and information. These websites may operate independently from us. Linked sites may have their own privacy notices or policies, which we strongly suggest you review. To the extent any linked websites are not owned or controlled by us, we are not responsible for their content, any use of the websites, or the privacy practices of the websites.

Cookies, Analytics and Traffic Data

A cookie is a piece of data stored on your hard drive containing information about you as the user. Once you close your browser, the cookie is deactivated. You have the right to refuse our use of cookies containing information about you on your hard drive. The table below explains the cookies we use and why.

Cookie	Name	Explanation	Further reading
Google Analytics	_utma _utmb _utmc _utmz	These cookies are used to build up information for the Analytics service run by Google. They allow us to run reports on how the website is accessed, what pages are visited, and traffic sources to send visitors to the globalsoftwareinc.com website(s). The information stored in these cookies is non-personally identifiable.	Google Privacy Policy

Content Management System	exp_tracker exp_last_activity exp_last_visit	These cookies are used to improve the user experience of the website by building up anonymous data profiles that enable us to understand user journeys and behaviour across the site.
---------------------------	--	---

Most web browsers allow some control of most cookies through the browser settings. To find out more about cookies, including how to see what cookies have been set and how to manage and delete them, visit <http://www.allaboutcookies.org>.

To opt out of being tracked by Google Analytics across all websites visit <http://tools.google.com/dlpage/gaoptout>.

Further information

If you have any queries about how we treat your information, the contents of this notice, your rights under local law, how to update your records or how to obtain a copy of the information that we hold about you, please write to our Data Protection Officer at 3301 Benson Drive, Suite 201, Raleigh, NC 27609 or send an email to info@globalsoftwareinccom