

## VUCA CONSULTING (PTY) LTD

### VUCA LEARN SITE PRIVACY STATEMENT

([www.learn.vuca.co.za](http://www.learn.vuca.co.za))

#### 1. Introduction

You give VUCA Consulting permission to collect and use your personal information when you use the Learn Site. VUCA Consulting uses your personal information only for internal purposes like improving the functionality of the site, keeping a database of users, and maintaining a record of your access, progress, and completion of courses on the site. VUCA Consulting shall comply with all applicable laws concerning the management of personal information. VUCA Consulting treats personal information we collect through the Learn site private and confidential.

VUCA Consulting will not share your personal information with any third party without first obtaining your consent unless a court of law orders VUCA Consulting to do so. VUCA Consulting is committed to any and all applicable laws that pertain to receipt, storage and use personal information, and shall remain compliant with these applicable laws as they are amended from time to time.

You consent that VUCA Consulting may share your personal information with sub-contractors and partners for purposes of management and administration of our Learn site only.

We collect personal information directly from you, and where lawful and reasonable, we may collect personal information about you from third parties and publicly available sources, such as credit reporting and government agencies for the purposes set out below.

#### 2. Your consent

We will process your personal information if you give us your consent willingly or in accordance with the law. You give your consent to us through our product and services agreements.

We will only disclose your personal information if:

- the law requires it;
- we have a public duty to disclose the information;
- our or your legitimate interests require disclosure; or
- you agreed that we may disclose your information.

#### 3. Storing personal information

We store personal information as required by law.

#### 4. Our security practices

Our security systems are designed to prevent loss, unauthorised destruction, damage and/or access to your personal information from unauthorised third parties.

#### 5. Our use of technology to follow your use of our Learn site

While you are using our Learn sites, we automatically process certain activity information, such as visit dates and times, course access and progress through course material and completion status. We use this information to generate report on user progress and course completion.

#### 6. Cookies

This VUCA Learn site uses cookies – small text files that are placed on your machine to help the site provide a better user experience. In general, cookies are used to retain user preferences, store information for things like shopping carts, and provide anonymised tracking data to third party applications like Google Analytics. As a rule, cookies will make your browsing experience better. However, you may prefer to disable cookies on this site and others. The most effective way to do this is to disable cookies in your browser. We suggest consulting the Help section of your browser or taking a look at [the About Cookies website](#) which offers guidance for all modern browsers.

#### 7. Links to other Learn sites

Nobody may establish a hyperlink, frame, meta tag or similar reference, whether electronically or otherwise (collectively referred to as linking), to this site or any subsidiary pages before receiving our prior written approval, which may be withheld or granted subject to the conditions we specify from time to time.

An application for linking must be submitted to [info@vuca.co.za](mailto:info@vuca.co.za). Once received we will do our best to respond and enter into further discussions with you. If you do not get a written response from us within 5 (five) business days, consider your request as having been rejected.

#### 8. Right to change this privacy statement

We may change this privacy statement. We will publish all changes on our Learn site. The latest version of our privacy statement will replace all earlier versions unless it says differently.