

## Website Privacy Policy

Company Name:	<b>The Crewing Company ('the Company')</b>
Group Name:	<b>Searchlight Group</b>
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### Use of the Website constitutes an acceptance of this Privacy Policy

Your privacy is important to The Crewing Company, as is your trust in The Crewing Company products and services. We want you to know that the information you share with us will be treated with care. The Company websites has supplemental information on privacy, and others sites that are used by the Company and the Company Website (such as Vimeo, Facebook etc) have their own privacy statements, which may be accessed at those Websites.

The information you share with us may be used by The Crewing Company, our affiliates and our suppliers exclusively to provide services for The Crewing Company, and by our business partners to conduct joint marketing programs with The Crewing Company.

We will not share your personal information with third parties other than these, or with any third party for their independent use without your permission, or unless required to do so by law.

### Scope

This Policy Privacy explains how we handle personal information you share with The Crewing Company. We may obtain this information through The Crewing Company related websites, social media accounts, at events, on business reply cards and through calls to our offices.

### Information Collection

The Crewing Company may obtain information about you in a number of ways: For example, our websites, business reply cards, incentive applications, surveys, and other public sources. While you may use The Crewing Company's Websites to learn about our products and services without disclosing any information about you, we may ask you to provide us with personal information including:

- ✓ **contact information** - name, address, city, county and post code, e-mail address, and telephone number; or
- ✓ **demographic information** - age range, marital status, household composition, etc.

### Uses

Information about you may be used to respond to your requests for details of our services, to customise and improve communication content, or for marketing or product research. It may also be used to provide you with helpful offers and information on The Crewing Company products and services. We may share information about you within The Crewing Company and with our affiliates. The Crewing Company may also share personal information collected with our suppliers for the exclusive purpose of providing services for us (for example, mailing information in response to your request for information) and with our business partners to conduct joint marketing programs with The Crewing Company.

The Crewing Company will not share information about you with any third party for their independent use without your permission. You may choose to forward information from one of our Websites or e-mails to another person.

### Cookies and Other Tracking Devices

Our website (thecrewingcompany.com) uses cookies. Our Cookie Policy describes:

- what cookies are?
- our use of cookies
- how you can manage cookies used on our website
- privacy
- changes to this Cookie Policy
- further information

## What cookies are?

A cookie is a small file of letters and numbers that we store on your browser or the hard drive of your computer, smart phone, tablet or other electronic device if you agree. Cookies contain information that is transferred to your device's hard drive and some cookies may collect personal data about you. You can find more general information about cookies at:

[www.aboutcookies.org](http://www.aboutcookies.org) or [www.allaboutcookies.org](http://www.allaboutcookies.org).

## Our use of cookies

We use a variety of types of cookies for the following purposes:

- **Performance cookies:** these cookies allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.
- **Functionality cookies:** these cookies are used to recognise you when you return to our website. This enables us to personalise our content for you, greet you by name and remember your preferences (for example, your choice of language or region).
- **Targeting and marketing cookies:** these cookies record your visit to our website, the pages you have visited and the links you have followed. We will use this information to make our website and the advertising displayed on it more relevant to your interests. We may also share this information with third parties for this purpose, so that when you are on another website, you may be shown advertising based on your browsing patterns on our website. We may also show you advertising on our website based on your browsing patterns on other websites that we have obtained from our advertising partners.

You can find more information about the individual non-essential cookies we use on our website and the purposes for which we use them in the table below:

### thecrewingcompany.com (Google Analytics)

Cookie:	Use:	Expires:	Category
_ga	Used to distinguish users.	Immediately	Performance cookie
_gat	Used to throttle request rate	Immediately	Performance cookie
_gid	Used to store information of how visitors use a website	24 hours	Performance cookie

### Google (General)

Cookie:	Use:	Expires:	Category
NID	The cookie is used by Google to display personalized advertisements on Google sites, based on recent searches and previous interactions.	2 Years	Targeting / Advertising

1P_JAR	Based on recent searches and previous interactions, custom ads are shown on Google sites.	1 week	Targeting / Advertising
Secure-3PAPISID	Builds a profile of website visitor interests to show relevant and personalized ads through retargeting.	2 Years	Targeting / Advertising
Secure-3PSID	Builds a profile of website visitor interests to show relevant and personalized ads through retargeting.	2 Years	Targeting / Advertising
Secure-3PSIDCC	Builds a profile of website visitor interests to show relevant and personalized ads through retargeting.	2 Years	Targeting / Advertising

## Vimeo

Cookie:	Use:	Expires:	Category
Player, vuid	We use Vimeo to embed videos onto our website. These cookies are used by Vimeo to collect analytics tracking information.	2 years	Functionality cookie

## How to manage cookies on our website

Cookies do lots of jobs on our website. However, most browsers allow you to disable them if you would like to. If you disable cookies, you may find that you have a less personalised experience on our website and that certain parts of our website do not work at all or do not work correctly.

Each browser is configured differently. To disable cookies via your browser settings, you should follow the instructions given by the publisher of your browser. As of the date of this Cookie Policy, these instructions are available for commonly used browsers through the following links:

### If you use Chrome:

<https://support.google.com/chrome/answer/95647?hl=en&hlrm=en>

### If you use Microsoft Edge:

<https://privacy.microsoft.com/en-us/windows-10-microsoft-edge-and-privacy>

### If you use Internet Explorer:

<http://windows.microsoft.com/en-GB/windows-vista/Block-or-allow-cookies>

### If you use Safari:

[https://support.apple.com/kb/ph21447?locale=en\\_US](https://support.apple.com/kb/ph21447?locale=en_US)

### If you use Firefox:

<https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences>

If you use different devices, make sure you configure the settings of the corresponding browser according to your preferences.

If you wish to opt-out of tracking by Google Analytics across all websites, you can do so here: <https://tools.google.com/dlpage/gaoptout>.

## Outside Links

The Crewing Company.com may contain links to third-party sites not controlled by The Crewing Company or covered by this privacy statement, such as those belonging to The Crewing Company partners, or independent product review sites. We recommend that you check the privacy statement of other sites you visit before providing any personal information. Generally, we will tell you as you leave our site that another site's privacy statement applies to any data you share on that site.

## Information Security

The Crewing Company recognises the importance of safeguarding consumer personal information in The Crewing Company's possession from theft, inappropriate use, or improper distribution. The Crewing Company has security policies and procedures appropriate to the level of confidentiality of that data. Our suppliers have signed agreements to protect and use your data according to our requirements. It should, however, be recognized that no company can perfectly protect personal information.

## Privacy Enquiries

If you have concerns or questions regarding The Crewing Company consumer privacy practices, please contact us at [enquiries@thecrewingcompany.com](mailto:enquiries@thecrewingcompany.com).