

The privacy of your personal information is very important to Uppiddee Limited (“Uppiddee”, “our”, “us” or “we”). This privacy policy describes how we protect and handle the personal information that you provide to us and that we obtain through our web-based services and platforms, accessible at <https://www.uppiddee.com> (collectively, the “Site”), our mobile device applications (the “Applications”) and through any other web-access medium.

Introduction

Uppiddee provides employee and organisational wellbeing software. The software is either hosted on Uppiddee’s servers or hosted on a secure third party server provider.

Uppiddee provides a software platform that combines an interactive dashboard with several individual modules (the “Services”). Uppiddee strives to help employees increase their wellbeing and productivity in the workplace.

Creating an Account and Records—Collection of Your Personal Information

Using Uppiddee is simple. On your first visit, you will log in using an email address to create an account. You will create a password and thereafter, you will log into our database using your email address and password.

As used in this privacy policy, “Personal Information” means information that can be used to identify an individual.

Uppiddee holds limited Personal Information. Uppiddee also uses additional information that is not considered Personal Information because it cannot be used to identify you, such as your time zone, gender, height, age, weight and salary. Any information, including Personal Information that you provide to Uppiddee via the Services or authorize your employer, healthcare provider, or any third-party to provide to Uppiddee will be used as described in this privacy policy.

If you choose to sign up to receive our newsletter via the Site and Applications, we will collect your name and email address in order for Uppiddee to process your request. If you choose to send email or other communications to us, we may retain those communications in order to process your inquiries, respond to your requests, and improve our Services.

You can adjust the privacy settings in your account profile to limit sharing of specific data.

Information Related to Our Service

Uppiddee collects information under the direction of its Clients (a ‘Client’ is defined as a business or person, which has signed a contract with Uppiddee to use Uppiddee’s services) and has no direct relationship with the individuals whose personal data it processes.

We collect information for our Clients. If you are an employee of one of our Clients and no longer wish to use our service, please contact your employer directly.

Uppiddee may transfer personal information to companies that help us provide our service. Transfers to subsequent third parties are covered by the provisions in this Policy regarding notice and choice and the service agreements with our Clients.

Uppiddee will retain personal data we process on behalf of our Clients for as long as needed to provide services to our Client in accordance with prevailing data protection legislation. Uppiddee will retain and use this personal information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

Security of Your Personal Information

We are committed to protecting the security of your Personal Information. We use a variety of security technologies and procedures to help protect your Personal Information from unauthorised access, use, and disclosure. For example, we store the Personal Information you provide encrypted on computer servers with limited access that are located in controlled facilities. We restrict access to Personal Information to our employees, contractors, and agents who need to know that information in order to operate, develop, or improve our Services. These individuals are bound by confidentiality obligations and may be subject to discipline, termination and criminal prosecution, if they fail to meet these obligations.

When you enter sensitive information (such as your account log-in credentials or use our Services), we encrypt the transmission of that information using secure socket layer technology (SSL). We follow generally accepted standards to protect the Personal Information submitted to us, both during transmission and once we receive it. No method of safeguarding information is perfect, however, and we cannot and do not guarantee that your information will be 100% secure.

Information Collected Using Cookies and Other Technologies

We collect certain information through the use of "cookies," which are small text files that are saved by your browser when you access our Services. We may use both session cookies and persistent cookies to identify that you've logged in to the Services and to tell us how and when you interact with our Services. We may also use cookies to monitor aggregate usage and web traffic routing on our Services and to customize and improve our Services. Unlike persistent cookies, session cookies are deleted when you log off from the Services and close your browser. Although most browsers automatically accept cookies, you can change your browser options to stop automatically accepting cookies or to prompt you before accepting cookies. Please note, however, that if you don't accept cookies, you may not be able to access all portions or features of the Services. Some third-party services providers that we engage (including third-party advertisers) may also place their own cookies on your browser. **Note that this privacy policy covers only our use of cookies and does not include use of cookies by third parties.**

Our third party partners may employ clear gifs (a.k.a. Web Beacons/Web Bugs), images, and scripts that help them better manage content on the Site and Applications. We may tie the information gathered via these technologies to your Personal Information.

Advertising

We may partner with a third party ad network to display advertising on our www.uppiddee.com web site. Our ad network partner may use scripts and web beacons to collect non-personally identifiable information about your activities on this and other web sites to provide you with targeted advertising based upon your interests. If you do not wish to have this information used for the purpose of serving you targeted ads, you may opt-out. Please note this does not opt you out of being served advertising. You will continue to receive generic ads.

Information Related to Use of Our Services

Our servers automatically record certain information about how a person uses our Services (we refer to this information as “Log Data”), including both account holders and non-account holders (either, a “User”). Log Data may include information such as a User's Internet Protocol (IP) address, browser type, operating system, the pages or features of our Services to which a User browsed and the time spent on those pages or features, search terms, the links on our Services that a User clicked on and other statistics. We use this information to administer the Services and we analyse (and may engage third parties to analyse) this information to improve and enhance the Services by expanding their features and functionality and tailoring them to our Users' needs and preferences.

How We Use Your Personal Information

We use Personal Information and non-identifying information you provide through the Services, to provide the Services and as described in this privacy policy. We do not use or disclose your Personal Information except as described in this privacy policy. We may use Personal Information to:

- allow you to use the Uppiddee platform;
- provide you with important information about the Services, including critical updates and notifications;
- modify Uppiddee to better address your needs and progress; and
- determine appropriate services that may be relevant to you, your lifestyle, and your geographic location.

How We Use Log Data and Aggregated Information and Statistics

We may use Log Data or aggregated information gathered from Users of the Services and related statistics to improve the Services, and for research and analysis purposes. We may also provide this information to our partners for such purposes. This does not include Personal Information, but may include aggregated information related to Participant gender, height, weight, and related information.

Aggregated information is information from multiple users that is not associated with any individual Participant.

We use Log Data to analyse trends, to administer the Services, to track users' movements around the Services and to gather demographic information about our user base as a whole.

We do link Log Data to Personal Information in order to provide personalised features to users of the Services.

We may use third-party tracking services such as Google Analytics that uses cookies to track non-personally identifiable information about Users in the aggregate.

Compliance with Law and Our Obligations

We may access and/or disclose your Personal Information if we believe such action is necessary to: (a) comply with the law or legal process served on us; (b) protect and defend our rights or property (including the enforcement of our agreements); or (c) act in urgent circumstances to protect the personal safety and welfare of Users or members of the public.

Information Shared with Third Parties

We may share aggregated information and non-identifying information with third parties for industry analysis, demographic profiling and other similar purposes.

Business Transactions

Information that we collect from our users, including Personal Information, is considered to be a business asset. As a result, if we go out of business or enter bankruptcy or if we are acquired as a result of a transaction such as a merger, acquisition or asset sale, your Personal Information may be disclosed or transferred to the third-party acquirer in connection with the transaction. If Uppiddee is involved in a merger, acquisition, or sale of all or a portion of its assets, you will be notified via email and/or a prominent notice on our Web site about any change in ownership or uses of your personal information, as well as any choices you may have regarding your personal information.

Sharing with Service Providers

We may provide your Personal Information to companies that provide services to help us with our business activities and providing the Services. These companies are authorised to use your Personal Information only as necessary to provide these services to Uppiddee.

Your Transmissions and Blogs

The Services allow users to post or transmit messages, comments, and other materials. We do not monitor such transmissions, and therefore we cannot be responsible for any Personal Information or other information that may be contained in such transmissions. Please keep in mind that if you directly disclose Personal Information or personally sensitive data through the news feed or other community-based programs or forums, this information may be viewed, collected and used by other Users.

Our website offers publicly accessible blogs. You should be aware that any information you provide in these areas may be read, collected, and used by others who access them. To request removal of your Personal Information from our blog or community forum, contact us at team@uppiddee.com. In some cases, we may not be able to remove your Personal Information, in which case we will let you know if we are unable to do so and why.

Your Testimonials

With your prior consent, we may post any testimonials you provide to us via the Services along with your name.

Information We Disclose With Your Consent or at Your Request

We will share your Personal Information with third parties or third-party websites or platforms if you have expressly requested that we do so.

Emails

To keep you informed of the latest improvements and alerts relating to Uppiddee, we may send you emails. You have the ability to manage and opt out of receiving emails on your account settings page, by following the unsubscribe directions in the email you receive or by contacting us at team@uppiddee.com.

Tell-A-Friend

If you choose to use our referral service to tell a friend or work colleague (a “Referred Friend”) about our Services, we may ask you for your Referred Friend's name and email address. We will automatically send your Referred Friend a one-time email inviting the Referred Friend to use the Services. Uppiddee stores this information for the sole purpose of sending this one-time email and tracking the success of our referral program. Your friend may contact us at team@uppiddee.com to request that we remove this information from our database.

Reviewing, Modifying and Deleting Your Information

You can review and update the Personal Information you provide, modify, add, or delete any optional information, or update your email, contact and privacy preferences by signing into your account and editing your account profile at any time via the Services or by contacting us at team@uppiddee.com. Please be aware that even after your request for a change is processed, we may, for a time, retain residual information about you in our backup and/or archival copies of our database. We will retain and use your information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

Closing Your Account

You can close and delete your account at any time by contacting your firm’s administrator or by contacting team@uppiddee.com. If you request that your account be deleted from our records, there may be a brief delay in our processing that request while we verify that the request is valid and originates from you as opposed to an unauthorised third party. If you request that your account be deleted, we reserve the right to terminate and/or limit your access to the Services.

If you choose to close your account, we will remove your name and other Personal Information from our database. We may retain certain data contributed by you if we believe it may be necessary to prevent fraud or future abuse, or for legitimate business purposes, such as analysis of aggregated, non-personally identifiable data, account recovery, or if required by law.

Please send your request using an email account that you have registered with the Services under your name. We will respond to your request within 30 days.

Links to Other Websites

Our Site and Applications include links to other websites whose privacy practices may differ from those of Uppiddee. If you submit Personal Information to any third party websites, your information is governed by the policies of such websites. We encourage you to carefully read the privacy policy of any website you visit.

Under 18

Our Services are not directed to individuals under 18 and we do not knowingly collect Personal Information from children under 13. If we learn that we have collected Personal Information of a child under 13, we will take steps to delete such information from our files as soon as possible.

International Transfer

Your Personal Information may be transferred to, and maintained on, computers located outside of your state, province, country or other governmental jurisdiction where the privacy laws may not be as protective as those in your jurisdiction. We may transfer your Personal Information to where our offices are located and process it there.

Changes to this Privacy Policy

We may occasionally update this privacy policy. When we do, we will also revise the "last modified" date at the top of the privacy policy. For material changes to this privacy policy, we will notify you by placing a prominent notice on the home page of the Site or by sending you a notification directly via email. We encourage you to review this privacy policy periodically to stay informed about how we collect, use and share your Personal Information and how we try to protect the Personal Information we collect.

Contact Information

We welcome your comments regarding this privacy policy. If you have questions about this statement, please contact us by email at team@uppiddee.com.

Our address is: Uppiddee Limited, Old Tweed Factory, Atlantic Drive, Downings, Co. Donegal.