

## Website Privacy Statement

This Website Privacy Statement applies to this website which is operated by **Norstone USA Inc., a Delaware corporation ("Norstone")**, under the domain name [www.norstone.global](http://www.norstone.global) and [www.norstoneusa.com](http://www.norstoneusa.com) ("Website"), and is part of Norstone Global, which also includes the operating entities which are listed at [www.norstone.global](http://www.norstone.global) and [www.norstone.com.au](http://www.norstone.com.au)

Information collected through the Website may be collected by Norstone, Norstone Global or their affiliates (referred to as "we", "us", "our") in accordance with this Website Privacy Statement. Norstone treats personal data with respect and integrity. Respect and integrity form part of our core values, which are the foundation for the conduct of the business in all parts of the globe. To that end we have published a Global Privacy Policy which can be viewed at [www.norstone.global](http://www.norstone.global). The Global Privacy Policy relates generally to the protection of personal data (being information which is capable of identifying an individual) and is applicable to the use of this Website, in addition to this Website Privacy Statement. This Website Privacy Statement explains how personal data will be treated as you access and interact with this Website.

We will post any changes to this Website Privacy Statement on the Website, so we encourage you to check this Website Privacy Statement from time to time. Any personal data collected under this current Website Privacy Statement will be handled in accordance with this Website Privacy Statement. After the changes take effect, all new personal data collected, if any, will be subject to the revised Website Privacy Statement.

In addition to the provisions of this Website Privacy Statement, there may also be specific and additional privacy and data protection provisions that apply to certain sections of this Website., or that apply to you if you are an employee, agent, contractor, or are otherwise employed by a member of Norstone or Norstone Global (for example, provisions relating to your use of technology). Because those specific and additional provisions also relate to your privacy protection, we recommend that you review them wherever they appear. In the event of any inconsistency between the provisions of this Website Privacy Statement and those other specific and additional provisions, the specific and additional provisions will prevail.

### Information collected

The personal data about you which this Website may collect includes:

- information collected when you register or update an online profile, which may include personal data such as your name and contact details;
- information collected when you submit your resume or application to us for

consideration of employment;

the content of electronic forms you submit via this Website, requesting us to provide services or information, or take actions;  
information input or submitted to online facilities such as search tools and calculators;

personalization preferences you select as you use the Website;  
information submitted if you participate in an online survey or competition;  
and

any messages or comments you submit to us via this Website, which may include personal data such as name, email address and telephone number.

You may browse some information-only areas of this Website without providing any personal data, however we may not be able to provide the full range of services through this Website if we are not provided with the information outlined above.

In common with many commercial websites we may also collect aggregated information which tells us about visitors to this Website but not the identity of those visitors. For example, we may collect information about the date, time and duration of visits and which pages of this Website are most commonly accessed. This information is used by us to help to administer and improve the Website.

### **Cookies**

Like many major websites, the Website may use “cookies” which store some information on computers accessing the Website. Cookies may be used by us for a variety of purposes. For example, we may use cookies to recognize a computer which has previously visited this Website and customize the Website according to previous preferences and site behavior. Cookies may also be used to manage security and store information about the type of browser being used. With most Internet browsers, users can erase cookies from their computer’s hard drive, block all cookies, or receive a warning before a cookie is stored. However, some parts of this Website may not function fully for users that disallow cookies. Further information regarding deleting or controlling cookies is available at [www.aboutcookies.org](http://www.aboutcookies.org).

### **Use and disclosure of information**

In addition to providing our products and services to you, we may use or disclose personal data that we collect about you for purposes including the following:

where you have requested it or in accordance with privacy laws, to provide you with information relating to Norstone or promotional details about products and services that may be of interest to you;

where you have provided your company profile, to consider your company as a potential distributor within Norstones' global distribution network;

purposes related to the Norstones' research (including market research),

planning, product and service development, security and testing;

purposes connected with the operation, administration, development or enhancement of this Website; and

where Norstone suspects that fraud or unlawful activity has been, is being or may be engaged in.

We may share personal data within the Norstone organization and with third parties. The types of third parties to whom we may disclose that personal data includes our service providers who assist us in providing this Website and our products and services such as organizations who provide archival, auditing, professional advisory, debt collection, banking, marketing, advertising, mailhouse, delivery, recruitment, call centre, technology, research, utility and security services.

Website data (including personal data) is stored on servers located in Australia, United States, United Kingdom, Continental Europe and operated by Norstones' service providers.

We use and disclose aggregated non-personally identifying information collected through the Website as part of our process of constantly improving the website.

### **Managing and storing email and "Contact us" messages**

We may preserve the content of any email or "Contact us" or other electronic message that we receive. Any personal data contained in those messages will only be used or disclosed in ways set out in this Website Privacy Statement. The message content may be monitored by our service providers or our employees for purposes including compliance auditing and maintenance or where email abuse is suspected.

### **Links**

This Website may, from time to time, contain links to the websites of other organizations which may be of interest. Linked websites are responsible for their own privacy practices and you should check those websites for their respective privacy statements.

### **Security**

We use a number of mechanisms to protect the security and integrity of personal

data. Unfortunately, no data transmission over the Internet can be guaranteed as completely secure. So while we strive to protect such information, we cannot ensure or warrant the security of any information transmitted to us and individuals do so at their own risk. Once any personal data comes into our possession, we will take reasonable steps to protect that information from misuse and loss and from unauthorized access, modification or disclosure.

A username and password may be essential for you to use some sections of this Website. For your own protection, we require you to keep these confidential and to change your password regularly (if required).

### **Access to information**

From time to time, this Website may allow you to register to use this Website or sections of it. If you are a registered user of this Website, you may be able to access and update the information on your profile in the applicable section of this Website, subject to any authentication and authorization considerations, which exist to protect your security.

If you wish to request access to any other personal data which we hold about you as a result of our information collection practices outlined in this Website Privacy Statement, please refer to the "Contact details" section below.

### **Contact details**

Please contact us using the details set out below if you wish to:

- ask any questions or provide feedback about this Website Privacy Statement;
- make a request for access to any personal data that we may hold about you; or
- make a complaint about the way in which we have handled your personal data.

Any information that we provide in response may be limited to the extent permitted by any applicable law.