

POLKADOT BLOCKCHAIN ACADEMY

TERMS AND CONDITIONS

Parity Technologies Limited is a company incorporated under the laws of England and Wales with company number 09760015, with its registered office at c/o Ignition Law, 1 Sans Walk, London, England, EC1R 0LT and with VAT number (GB) 249 6785 46 ("**Parity**").

1. UNDERSTANDING THESE TERMS AND CONDITIONS

- 1.1 These terms and conditions (the "**Terms and Conditions**") set out the terms applicable to your participation in and attendance at the Polkadot Blockchain Academy taking place between 10 July – 7 August 2022 (the "**Academy**") and our provision to you of services relating to the Academy (the "**Services**").
- 1.2 When certain words and phrases are used in these Terms and Conditions, they have specific meanings (these are known as "**defined terms**"). You can identify these defined terms because they start with capital letters (even if they are not at the start of a sentence). Where a defined term is used, it has the meaning given to it in the section of these Terms and Conditions where it was defined (you can find these meanings by looking at the sentence where the defined term is included in brackets and speech marks).
- 1.3 **PROVISIONS SET OUT IN THESE TERMS AND CONDITIONS IN BOLD AND CAPITAL LETTERS ARE OF PARTICULAR IMPORTANCE TO YOU AND YOU SHOULD REVIEW THEM CAREFULLY BEFORE CONTRACTING WITH US.**
- 1.4 In these Terms and Conditions, when we refer to "**we**", "**us**" or "**our**", we mean Parity; and when we refer to "**you**" or "**your**" we mean the individual using the Services and participating in the Academy.

2. THE APPLICATION PROCESS

- 2.1 The admission process for the Academy (including any eligibility requirements) is made available on the application form and may include (among other things) a review of your profile, any open source work that you have undertaken and/or a Rust comprehension test. We retain the right to withhold and/or revoke any offer to participate in the Academy in respect of anyone who does not meet or no longer meets any of the eligibility requirements set out in the application form, or in these Terms and Conditions.
- 2.2 Without prejudice to the foregoing, we retain the right to make any offer to applicants to attend the Academy (or otherwise, as the case may be) at our sole and absolute discretion.
- 2.3 If we accept you to participate in the Academy, you will be sent an invitation email. If you respond to our invitation email to confirm you wish to book a place, your offer of a place on our Academy will be accepted by us once you receive a formal invitation letter from us.
- 2.4 Once accepted to the Academy by us pursuant to clause 2.3, you will be deemed to have entered into a legally-binding contract with us comprising these Terms and Conditions, and the information set out in the completed application form made available on our website, and the invitation email. You shall fully comply with these Terms and Conditions, as well as any of our rules, regulations, policies and procedures and academic requirements that are relevant and/or applicable to the Academy. In the event that the provisions of these Terms and Conditions conflict with the provisions of any other documents forming part of the contract, then the provisions of these Terms and Conditions will take precedence.
- 2.5 We reserve the right to withdraw our offer to you (or to terminate our contract with you) in the event that:
 - 2.5.1 at any time you do not comply with this Terms and Conditions;

- 2.5.2 it becomes apparent that your application is inaccurate or incomplete or you have provided false information to secure a place at the Academy. You agree and acknowledge that no refund or reimbursement of any fees or any other costs, amounts or expenses will be paid to you in such cases.

3. CANCELLATION BY YOU

- 3.1 **PARITY AND THE ACADEMY HAVE MADE A LARGE INVESTMENT FOR EACH STUDENT WHO ATTENDS THE ACADEMY. STUDENTS WHO DO NOT TURN UP OR CANCEL AT SHORT NOTICE REPRESENT A LARGE FINANCIAL LOSS TO THE ACADEMY. AS SUCH, YOU AGREE AND ACKNOWLEDGE THAT IF YOU CANCEL THIS CONTRACT AND/OR YOU DO NOT ATTEND AND PARTICIPATE IN THE ACADEMY: (I) WE SHALL NOT BE LIABLE FOR ANY REFUND OR REIMBURSEMENT OF ANY FEES, COSTS, AMOUNTS OR EXPENSES; AND (II) EXCEPT WHERE THESE TERMS AND CONDITIONS ARE TERMINATED PURSUANT TO CLAUSES 7.2 OR 11.5, WE MAY REQUIRE THAT YOU REIMBURSE US FOR ANY THIRD-PARTY COSTS ACTUALLY INCURRED BY US ON YOUR BEHALF THAT WE ARE NOT ABLE TO RECOVER FROM SUCH THIRD PARTIES, UP TO A MAXIMUM OF £2,000.**

4. COSTS

- 4.1 The costs that Parity will cover in relation to your participation in the Academy will be as further set out in our offer email to you. To the extent expressly set out in the offer email, this may include:
- 4.1.1 any fees related to your tuition;
 - 4.1.2 your accommodation from 10 July 2022 to 7 August (inclusive) in accordance with clause 6.2.1;
 - 4.1.3 breakfast and lunch on Mondays to Fridays and brunch at weekends; and
 - 4.1.4 all learning materials provided by us from time to time,
- but excluding, for the avoidance of doubt, the costs and expenses expressly excluded in clause 4.2.
- 4.2 Save as expressly set out in clause 4.1, you shall be liable and responsible for all costs and expenses relating to the Academy and your participation in it howsoever arising from time to time, including but not limited to health and/or medical insurance costs, accommodation costs outside of the period set out in clause 4.1.2, food costs outside of the meals set out in clause 4.1.3, costs of travel to the Academy, visa costs and/or costs relating to the provision or procurement of laptops.

5. YOUR OBLIGATIONS

- 5.1 You must:
- 5.1.1 comply with all of our rules, regulations, policies and procedures, which include but are not limited to any health and safety policies or guidance put in place by Cambridge University applicable to the use of their facilities during the Academy;
 - 5.1.2 comply with any applicable statutory requirements, including those relating to any visa obligations which may be placed upon you in connection with your participation in the Academy;
 - 5.1.3 comply with all instructions given to you by us, including but not limited to any pre-enrolment and registration procedures;
 - 5.1.4 complete all course requirements in order to graduate and/or obtain graded certification from the Academy;
 - 5.1.5 only submit work that is your own, and that is not plagiarised or copied from a third party in any way whatsoever. We reserve the right to use plagiarism software to scan your work and to take disciplinary action (including but not limited to the termination of these Terms and Conditions, cancellation of your

participation in the Academy and withholding of any official certification or graduation from the Academy) if we reasonably deem that any of your work is copied or plagiarised from a third party in any way. For the avoidance of doubt, plagiarism is passing off somebody else's work as your own, including verbatim quoting without quotation marks or referencing, as well as implicit plagiarism acts, such as summarising, or rewriting and paraphrasing. It covers written, visual and oral work;

- 5.1.6 ensure that all accommodation and facilities are left in the condition they were in at the start of the Academy, and you agree and acknowledge that you are liable for any damage sustained by you to such accommodation and/or facilities during the Academy. You acknowledge and agree that: (i) no external guests shall be permitted to visit or to stay at your accommodation or the facilities during the Academy; (ii) illegal drugs and/or substances may not be brought onto or consumed in your accommodation or any of the Academy facilities; and (iii) students are responsible for the security and safety of their belongings whilst in the accommodation and/or the Academy facilities;
- 5.1.7 behave in a respectful manner at all times to all students, teaching staff and employees of Cambridge University, the Academy and Parity, and to represent Parity and the Academy to the best of your abilities (commensurate with enrolment in a first-class educational programme). You agree and acknowledge that harassment, disrespectful behaviour or misconduct of any kind will not be tolerated and may result in disciplinary action (including but not limited to termination of these Terms and Conditions, cancellation of your participation in the Academy and withholding of any official certification or graduation from the Academy);
- 5.1.8 agree to conduct yourself in an orderly, responsible, and sober manner and at all times and to respect the rights and views of others. Failure to do so may mean that you will be subject to disciplinary action (including but not limited to termination of these Terms and Conditions, cancellation of your participation in the Academy and withholding of any official certification or graduation from the Academy). The following list is indicative (but not exhaustive) of the type of offences which would constitute misconduct (and you agree that you will not):
 - (a) engage in any act that will, or is likely to, disrupt teaching, study, research or administrative work of Parity, Cambridge University or the Academy;
 - (b) failure to comply with the reasonable instructions provided by us or by any individual or body authorised to act for or on behalf of us, Cambridge University or the Academy;
 - (c) cause, or threaten to cause, injury to, or endanger the safety of, a member of staff or student of Parity, Cambridge University, the Academy, or a visitor to it;
 - (d) dishonest behaviour and/or fraudulent actions, which include submitting incorrect or misleading information to Parity or the Academy;
 - (e) engage in any form of conduct or communication, including that on social media, that can reasonably be considered to be bullying or harassment of a member of staff, another student, or any other member of Parity, Cambridge University or the Academy;
 - (f) engage in any act that will, or is likely to, damage or deface property of Parity, Cambridge University or the Academy;
 - (g) cause a health and safety concern in any way;
 - (h) engage in any conduct or communication that will, or is likely to, bring Parity, Cambridge University or the Academy into disrepute or unjustifiably harm the reputation of a member of it;

- (i) breach one or more of Parity's or the Academy's terms or conditions, policies or procedures, or rules and regulations and any penalties or measures that have been put in place under Parity's or the Academy's disciplinary or any other procedure;
- (j) commit a criminal act, and/or a breach of discipline, which may or may not be punished in a court of law, on any of the premises that Parity, Cambridge University or the Academy owns, or in any way administers or in relation to an offence committed outside of their premises as part of activities organised or authorised by Parity, Cambridge University or the Academy and where they are related to the business of Parity, Cambridge University or the Academy;
- (k) use any of Parity's, Cambridge University's or the Academy's facilities improperly;
- (l) use Parity's or the Academy's name or address in a public statement, or business or other venture, without obtaining the permission of the Academy;
- (m) use any of Parity's or the Academy's registered trade marks or other Intellectual Property Rights without seeking permission from a relevant person in Parity's or the Academy's central administration; and/or
- (n) record a class, lecture, meeting or other Academy event, or use such a recording, without the prior written permission of the lecturer or person or group who organised the event,

and, if you breach any of the foregoing and we terminate these Terms and Conditions, you shall not be entitled to any refund or reimbursement of any fees, costs or expenses or any other amount or other benefits from us whatsoever;

5.1.9 notify us of any dietary requirements that you have, to enable us to ensure that any reasonable adjustments are put in place; and

5.1.10 notify us of any disabilities or medical requirements that you have, to help us to put in place any reasonable adjustments to enable you to access our Services during the Academy. If you experience any exceptional circumstances in the period preceding or during any examinations or assessments that might affect your attendance at or performance in them, you must communicate them in writing to us with all relevant supporting documentation (such as medical certificates) not later than three (3) days after such exam or assessment.

5.2 In order to graduate from the Academy, you must:

5.2.1 ensure that you attend, and are punctual in attending, all lectures and classes and non-optional activities taking place during the Academy. If you are absent through illness, you must inform us and provide proof (e.g. a note from a medical professional) as soon as possible, and absences for any other reason are subject to our prior written consent; and

5.2.2 submit all required assessments, up to and including the final assessment. You agree and acknowledge that failure to submit such assessments may result in you not graduating from the Academy.

5.3 You hereby agree and acknowledge that we may record any lectures or classes for promotional purposes or to enable us to monitor teaching.

6. OUR OBLIGATIONS

6.1 We shall provide the Academy and the Services with reasonable care and skill but do not give any guarantee that the Academy will accord with your expectations or requirements.

- 6.2 We shall make the Services available to you during the Academy in accordance with the details set out in the offer email pursuant to clause 2.3. This may, to the extent expressly specified in the offer email, include the following:
- 6.2.1 single-bed accommodation with shared bathroom facilities from 10 July 2022 to 7 August (inclusive);
 - 6.2.2 breakfast and lunch on Mondays to Fridays and brunch at weekends;
 - 6.2.3 learning materials provided by us from time to time.
- 6.3 Notwithstanding clause 6.2.3, you agree and acknowledge that we will not provide you with a laptop and that it is your responsibility to provide this in accordance with clause 4.2.
- 6.4 We will grant you access to the Services and to the Cambridge University facilities to the extent necessary to enable you to take part in the Academy.
- 6.5 We will use reasonable endeavours to resolve any issues, concerns or complaints which you bring to our attention as efficiently and thoroughly as is possible in the circumstances.

7. OUR RIGHT TO CANCEL OR CHANGE THE ACADEMY

- 7.1 Without prejudice to clause 11.5, we may (at our sole discretion) deem it necessary or appropriate to cancel or amend the Academy programme (including but not limited to the curriculum, format or scheduling) if there are not enough applicants registered on the Academy or it is not feasible to run the Academy or if any relevant teaching staff become ill or are unable to teach and we are unable to promptly find a reasonably suitable replacement.
- 7.2 We will notify you of any such cancellation or significant change as soon as reasonably practicable and you agree that you will have no right to any refund or reimbursement of any cost, expense or other amount whatsoever (or any other right or remedy) in the event of any such cancellation or significant change. In the event we notify you of a significant change you shall be entitled to terminate the contract between us on written notice to us.
- 7.3 We strongly advise that you take out an appropriate level of travel and medical insurance to cover any costs or expenses that are not expressly payable or covered by us under these Terms and Conditions.

8. TERM AND TERMINATION

- 8.1 These Terms and Conditions shall enter into effect in accordance with clause 2 and shall, unless terminated earlier in accordance with this clause 8, automatically expire upon the completion of the Academy.
- 8.2 We may terminate these Terms and Conditions:
- 8.2.1 with immediate effect if you materially breach these Terms and Conditions and, where it is possible to remedy the breach, you do not remedy the breach within such period of time as we may notify to you; and/or
 - 8.2.2 in accordance with any other provision of these Terms and Conditions.
- 8.3 Save as expressly set out to the contrary in these Terms and Conditions, we will not reimburse you any amount whatsoever in the event that we terminate these Terms and Conditions pursuant to clause 8.2.

9. YOUR PERSONAL INFORMATION

We use your personal data in accordance with our privacy notice (see Appendix 1). We recommend that you do take the time to read our privacy notice as it includes important information and terms which apply to you.

10. INTELLECTUAL PROPERTY

- 10.1 As between us and you, all Intellectual Property Rights in your work created during the Academy will vest in you provided that such work has been solely created by you and does not include any work of us or any third party or infringe our or any third-party Intellectual Property Rights. You agree and acknowledge that we shall have no liability in respect of the same.
- 10.2 Notwithstanding clause 10.1, you hereby grant an irrevocable and worldwide right and licence to use, copy, reproduce and/or distribute any of your work (or any part of the same) created during the Academy (including but not limited to where such work is created jointly with a member of staff or another student) for the purposes of promoting or advertising the Academy (including but not limited to social media channels) and the other products and services of Parity and/or our group companies from time to time.
- 10.3 Notwithstanding clauses 10.1 and 10.2, you hereby agree that, unless you expressly notify us otherwise in writing, we are free to use and exploit any photographs, images, videos and/or audio recordings of you for use in our promotional materials (including but not limited to our website, our social media channels, press and PR and any other media purposes at our sole discretion).
- 10.4 All materials provided by us and any Intellectual Property Rights in them shall remain our property or the property of the relevant third party. Such materials shall include all documentation provided to you by us in relation to the Academy which includes but is not limited to course materials, reading materials, Academy brochure/information on website and any correspondence from us to you. To the extent that you would like to use, copy, reproduce or distribute any of these materials for a purpose unrelated to that of the Academy, this shall be subject to our prior written approval (at our sole discretion). Subject to the foregoing, you must not use, copy, reproduce or distribute any such materials provided by us for any other purpose than the ones set out in these Terms and Conditions. You will not be permitted to use, copy, reproduce or distribute the materials for any commercial purposes, to present it as your own intellectual property or on social media without our prior written consent.
- 10.5 For the purposes of these Terms and Conditions, “**Intellectual Property Rights**” means materials, patents, rights to inventions, copyright and related rights, trade marks, business names and domain names, rights in get-up, goodwill and the right to sue for passing off, rights in designs, database rights, rights to use, and protect the confidentiality of, confidential information (including know-how), and all other intellectual property rights, in each case whether registered or unregistered and including all applications and rights to apply for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world.

11. LIABILITY

- 11.1 Nothing in these Terms and Conditions excludes or limits either our or your liability for:
- 11.1.1 death or personal injury caused by our/your (as applicable) negligence;
- 11.1.2 fraud or fraudulent misrepresentation; and
- 11.1.3 any matter in respect of which it would be unlawful for us/you (as applicable) to exclude or restrict liability.
- 11.2 If we breach these Terms and Conditions, we are responsible for loss or damage you suffer that is a foreseeable result of our breach of these Terms and Conditions or our negligence but, save as set out in clause 11.1, we are not responsible for any loss or damage that is not foreseeable. Loss or damage is foreseeable if it was an obvious consequence of our breach or if it was contemplated by you and us at the time that these Terms and Conditions became binding on you and us.
- 11.3 Subject to clauses 11.1 and 11.2, our total liability to you arising out of or in connection with these Terms and Conditions, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, shall in no circumstances exceed £2,000.

- 11.4 Nothing in these Terms and Conditions affects your statutory rights. Advice about your statutory rights is available from your local Citizens' Advice Bureau or Trading Standards Office.
- 11.5 If our performance of the Services is delayed or otherwise hindered by an event outside our control, then we will contact you as soon as possible to let you know and we will take reasonable steps to minimise the effect of the delay or hindrance. Subject to the foregoing, we will not be liable for delays or non-performance caused by such event and performance of any such obligations shall be suspended for the duration of the event. However, if there is a risk of substantial delay or hindrance to the Services, either party may terminate the contract between us.

12. OTHER IMPORTANT INFORMATION

- 12.1 Each of the clauses of these Terms and Conditions operates separately. If any court or relevant authority decides that any of them are unlawful or unenforceable, the remaining clauses will remain in full force and effect.
- 12.2 If we fail to insist that you perform any of your obligations under these Terms and Conditions, or if we do not enforce our rights against you, or if we delay in doing so, that will not mean that we have waived our rights against you and will not mean that you do not have to comply with those obligations. If we do waive a default by you, we will only do so in writing, and that will not mean that we will automatically waive any later default by you.
- 12.3 If you wish to have more information on online dispute resolution, please follow this link to the website of the European Commission: <http://ec.europa.eu/consumers/odr/>. This link is provided as required by Regulation (EU) No 524/2013 of the European Parliament and of the Council, for information purposes only. We are not obliged to participate in online dispute resolution.
- 12.4 We may transfer our rights and obligations to another organisation. If we wish to make such a transfer, we will either: (a) tell you of this in writing and ensure that the transfer will not affect your rights under these Terms and Conditions; or (b) contact you to let you know of the replacement organisation. If you are unhappy with the transfer, you may contact us to terminate these Terms and Conditions within three (3) working days of us telling you about it.
- 12.5 You may not transfer your rights or obligations to any individual or organisation in any way whatsoever without our prior written approval.
- 12.6 No other person shall have any rights to enforce any of the provisions set out in these Terms and Conditions.
- 12.7 These Terms and Conditions and all documents referenced herein constitute the entire agreement between you and us and supersedes all previous agreements between you and us, whether written or oral.

13. GOVERNING LAW AND JURISDICTION

- 13.1 These Terms and Conditions are governed by English law. This means that your participation in the Academy and your purchase and use of the Services, and any dispute or claim arising out of or in connection therewith will be governed by English law.
- 13.2 You can bring proceedings in respect of the Terms and Conditions in the English courts. However, as a consumer, if you live in Scotland you can bring legal proceedings in respect of these Terms and Conditions in either the Scottish or the English courts; if you live in Northern Ireland you can bring legal proceedings in respect of these Terms and Conditions in either the Northern Irish or the English courts; and if you live in another European Union Member State you can bring legal proceedings in respect of these Terms and Conditions in either the English courts or the courts of the Member State in which you live and you will benefit from any mandatory provisions of the law of the country in which you are resident. Nothing in these Terms and Conditions, including clause 13.1 of these Terms and Conditions, affects your rights as a consumer to rely on such mandatory provisions of local law.

14. CONTACTING US

Should you have any reasons for a complaint, we will endeavour to resolve the issue and avoid any re-occurrence in the future. You can always contact us using the following details:

Address: Parity Technologies Limited c/o Ignition Law, 1 Sans Walk, London, England, EC1R 0LT
Email address: legal@parity.io

Appendix 1

Appendix 1 - Privacy Notice

Parity is committed to handling personal data responsibly and in accordance with applicable law. This Privacy Notice (“**Notice**”) explains our data collection and processing practices in the context of your application to and, if offered a place, participation in the Academy. It also describes your data protection rights, including a right to object to some of the processing which we carry. More information about your rights, and how to exercise them, is set out in the "Your choices and rights" section.

What information do we collect from applicants and participants?

- **Personal Identification Information:** Your name, contact information (such as address, phone number, email address), gender, visa information.
- **Application-related information:** Employment and education history, referrals or references, any other information you provide (such as information on your resume or cover letter) and any information that applicable local laws require us to collect in connection with the selection process.
- **Selection Information:** Interview details, outcomes of any recruiting exercises you complete, and the details of any offer letter and contract we provide.
- **Performance and Conduct Information:** Information concerning your attendance at the Academy, responses to and outcomes of any assessments or further interviews you take while at the Academy, any grievances and complaints, and information about any violation of laws or breach of Academy policies while at the Academy.
- **Communication Information:** Records of communication (where permissible) and communication metadata.
- **Photographs and Video recordings:** Photographs and video recordings of events taking place in the course of the Academy (unless you have opted out of this)
- **Sensitive Information:** If disclosed, any special needs, health condition, or information relating to accommodations that you may request during the selection process or while at the Academy, equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health and religion or belief.

We collect most of this information from you directly. For example, data is collected through application forms and CVs; obtained from your passport or other identity documents; from forms completed by you at the start of or during your time at the Academy; from correspondence with you; or through interviews, meetings or other assessments.

We also collect some information about you from other people or organisations, such as personal identification information and application information from your referees, including previous employers, and performance and conduct information from teachers.

How do we use this information, and what is our legal basis?

We have to have a legal basis to process your data. We explain each of these legal bases below. We also set out the purposes for which we process your data.

We use the information we collect from and about you:

- As necessary to comply with our legal obligations, in areas such as tax, health and safety, and equality and anti-discrimination law.
- As necessary for our (or others’) legitimate interests in the course of the application process including our interests in:
 - assessing your suitability for the Academy opportunity
 - facilitating the selection process
 - verifying the information you or others provide about your application and
 - managing and improving our application and interview process and performing management reporting and analysis related to selection metrics and success factors

unless those interests are overridden by your interests or fundamental rights and freedoms which require protection of personal data.

- If accepted into the Academy, as necessary for our (or others') legitimate interests in the provision of the Academy, including our interests in:
 - Managing and improving our provision of the Academy and performing management reporting and analysis related to outcomes and grade metrics.
 - Creating marketing and publicity materials for the Academy.
 - Taking measures to ensure the integrity of the Academy assessments, including checking for plagiarism.
 - Inviting, at our discretion, high achieving participants to further interviews for potential recruitment into Parity's team.
 - Protecting our business interests and legal rights, including in connection with legal claims, compliance, regulatory, auditing, investigative and disciplinary purposes (including disclosure of such information in connection with legal process or litigation) and other ethics and compliance reporting requirements.

unless those interests are overridden by your interests or fundamental rights and freedoms which require protection of personal data.

- For the provision of Services, including the teaching and assessment in the course of the Academy and the provision of any other services such as accommodation which may be specified in your admission letter.
- Consistent with specific consents you may provide (if applicable), and which you may revoke at any time.
 - For example, with your consent, we use your data to contact you about future career opportunities at Parity. This includes storing your data and keeping it up to date and using it to contact you.

How do we share this information?

We share applicant information for some limited purposes as follows:

- **Within Parity** – we may share your information among the different Parity stakeholders involved in the selection process, and in the teaching and assessment of the Academy.
- **With service providers** – these are entities that help us manage and improve the Academy and who perform services on our behalf, such as interview and assessment providers, travel booking and expense providers, relocation entities, immigration advisors, reporting and analytics services. We also share participant information with Cambridge University, so that they can provide services such as accommodation, meals, and access to teaching facilities to those attending the Academy. These entities are required to protect the information we share with them with appropriate organisational and technical safeguards and to use such information as necessary to provide services to us.
- **With regulators and other governmental entities** – we may access, preserve, and share your information with regulators, law enforcement, or others in response to a valid legal request if we have a good-faith belief that the law required us to do so; or we conclude that such sharing is necessary to detect, prevent, and address fraud, unauthorised use of our systems, prevent violations of our terms, or protect our rights or the rights of others.

If we merge with another organisation or form a new entity, your personal data may be transferred to that new entity.

How do we operate and transfer data as part of our global business?

We are headquartered in the UK but may have to share your data globally, both internally within Parity and externally with our service providers. When we transfer your personal data to other countries, we take steps to ensure your personal data is adequately protected, using transfer mechanisms such as UK-approved standard clauses. A copy of the relevant mechanism can be obtained for your review on request by using the contact details below.

Data retention

We'll retain information we collect from applicants for as long as required to comply with our legal obligations, to resolve disputes and to enforce our contractual agreements.

If you're successful in your application, we retain the information you provide during the application process as part of your records, alongside information collected during your time at the Academy. After completion of the Academy, we will

retain personal data for archival, record-keeping and legal purposes.

Participant personal data will generally be kept for 6 years after the Academy, unless there are relevant legal proceedings for which the data is reasonably required. After this period, we will take steps to delete your personal data or hold it in a form that no longer identifies you.

If you are not successful: we will retain your personal data with your permission for 1 year so we can keep you in mind for future opportunities. Otherwise, it will be deleted after 6 months.

How can you exercise your rights?

You have the right, subject to applicable exceptions and adequate verification of your identity, to access, rectify, port (where technically feasible), and delete your data. You also have the right to object to and restrict certain processing of your data. If you have unresolved concerns, you have the right to complain to a data protection authority. If you would like to exercise such a right, please contact us at the details below.

Where we have asked for your consent, you may withdraw consent at any time. If you ask to withdraw your consent to Parity processing your data, this will not affect any processing which has already taken place at that time.

Where we collect personal data to administer our contract with you or to comply with our legal obligations, this is mandatory and we will not be able to manage the selection process or your participation in the Academy without this information. In all other cases, provision of the requested personal data is optional, but this may affect your ability to participate in certain programs or systems, where the information is needed for those purposes. For example, we may not be able to provide suitable meals if you do not inform us of your dietary requirements.

How to contact us with questions.

If you have any questions, you can contact us at legal@parity.io.

How can you learn about changes to this Notice?

We may change this Notice from time to time. If we make changes to the Notice that are material, we will provide you with notice in accordance with applicable legal requirements.