



Nanny Tap Privacy Policy

Jan 2019

1. Introduction

Nanny Tap values the trust our users and customers place in us when they give us access to their personal data. The Privacy Policy describes how we work to maintain that trust and protect that information.

In particular, this Privacy Policy details our collection, use and disclosure of personal and non-personal data you give to Nanny Tap when you access or use Nanny Tap's online and/or mobile services and websites, and software provided by Nanny Tap on or in connection with such services or websites (collectively, the "Site").

1.1 The Nanny Tap Entities Responsible for Your Information

All references to 'Child Care Provider' and 'Parents/carers' are defined as provided for in the Nanny Tap Terms and Conditions document.

With respect to Child Care Providers, for the purposes of this Privacy Policy, "Nanny Tap" or "we" means Nanny Tap Ltd and its subsidiaries.

With respect to Parents/carers, "Nanny Tap" or "we" means Nanny Tap Ltd. and its subsidiaries.

1.2 Personal Data and Non-Personal Data

Personal data ("Personal Data") refers to any information that identifies you as a specific individual, and non-personal data ("Non-Personal Data") refers to any information that does not identify you as a specific individual. Please note that at all times Nanny Tap will adhere to the applicable statutory definition in determining what is and is not Personal Data for the purposes of this Privacy Policy. Where this Privacy Policy refers to "information" or "your information" this may include both Personal and Non-Personal Data.

1.3 The Scope of Nanny Tap's Privacy Policy

This Privacy Policy covers only data that we collect through the Site, and not any other data collection or processing, including, without limitation, the data collection practices of any affiliate or other third party, including any third-party operators of web pages to which the Site links, and any information that we collect offline or through any websites, products, or services that do not display a direct link to this Privacy Policy.

Occasionally, we may refer to this Privacy Policy in notices on the Site, including special purpose web pages, mobile applications, or other resources, for example, if we invite you to submit ideas to

improve the Site. This Privacy Policy applies to information collected by us through such special purpose resources, as modified in the particular notice (e.g., with respect to the types of data collected or our uses or disclosures of such information). Nanny Tap may amend this Privacy Policy at any time.

1.4 Changes to the Privacy Policy

Nanny Tap regularly reviews this policy. The “Last Updated” legend at the top of this page to explains when this Privacy Policy was last amended. Any changes to this Privacy Policy will become effective on the “Last Updated” date indicated above. By using the Site or providing information to us following such changes, you will have accepted the amended Privacy Policy. If Nanny Tap is going to use Personal Data collected through the Site in a manner materially different from that stated at the time of collection, then Nanny Tap will notify users via email and/or by posting a notice on Nanny Tap’s Site for 30 days prior to such use or by other means as required by law.

2. Information Collected

You provide different types of information in order for Nanny Tap to provide our services, products and features to you.

2.1 Information You Provide to Nanny Tap

– From Your Account

We collect data from you when you create a Nanny Tap account, request information, subscribe for a service, participate in a survey, post a rating or review, post a question or answer, post a resume, complete an Nanny Tap Assessment, upload content or otherwise actively send us data on our Site. This may include, but is not limited to, your user name, password, first and last name, email address, telephone number (including mobile phone number), street address, gender, occupation, interests, messages you send to users, and any other data included in a submitted profile or resume, including but not limited to application materials and answers to screener questions submitted to Parents/carers through Nanny Tap and answers you give to any questionnaires sent to you, which you answer.

– Through Your Activity on Nanny Tap

In addition, as part of the standard operation of the Site, Nanny Tap may collect and analyse information from your computer or mobile device and actions taken on the Site, including, but not limited to, your resume, your searches on Nanny Tap, the titles of bookings you search, click on or apply to, where those bookings are located, salary interest or experience, the general salary range or experience level of the bookings you view (where indicated), your activity time on the Site and each page, page views, clicks, taps, session activity, browser type, operating system, type of device, MAC address, IP address and the domain name from which you accessed the Site.

– When Providing Parents/carers Information

If you are a Parents/carers, Nanny Tap may request that you provide certain Personal Data to Nanny Tap in order to verify your account. This information may include, but may not be limited to, your National Insurance Number, Business Registration information the name and email address

2.2 Information Collected When You Apply for Bookings or Access Nanny Tap from Some Third-Party Websites

– When You Apply to Bookings on Some Third-Party Sites

Nanny Tap may also collect information about web sites and web pages you visit through our mobile software or while using Nanny Tap for Chrome, and this may include third-party sites and web pages. We only do this in order to allow a Child Care Provider to keep a record of particular Booking Listings of interest, to detect a booking application form on a third-party website to give a Child Care Provider the option to auto-fill parts of the form using Nanny Tap Resume, or to confirm an application.

– When You Log in or Use Nanny Tap from Some Third-Party Sites.

You may also create an account or log in to your Nanny Tap account using third-party websites including, but not limited to, Facebook or Google. If you do not already have a Nanny Tap account but log in to Nanny Tap using your Facebook or Google account, this creates an Nanny Tap account using the same email address used in your Facebook or Google account. If you agree to provide this information to Nanny Tap, Facebook or Google will authenticate you and redirect you to Nanny Tap's Site. Please note, when you log in to Nanny Tap using your Facebook or Google account, Facebook or Google will cookie you in order to authenticate you as a Facebook or Google user.

By accessing Nanny Tap through your Facebook or Google account, you understand that Facebook or Google will share certain data detailed above in this paragraph for the purposes of authentication to permit you to access our Site in a secure manner. You may stop this at any point from your Facebook or Google account. This information will be considered Nanny Tap account information for purposes of your use of the Site.

You have the ability to disable the connection between your Facebook or Google account and your Nanny Tap account at any time by accessing your privacy settings on your Facebook or Google account. Facebook may also ask for your permission to share certain other details with Nanny Tap, including but not limited to your name, profile picture, public profile information, and email address. Facebook may ask for permission to share your friends list, and Nanny Tap may use some of this data to connect you with other users of the Nanny Tap Facebook friends search.

PLEASE NOTE THAT YOUR RELATIONSHIP WITH FACEBOOK OR GOOGLE OR ANY OTHER THIRD-PARTY WEBSITE IS GOVERNED SOLELY BY YOUR AGREEMENT WITH SUCH THIRD-PARTY WEBSITE.

2.3 Any Other Personal Data Nanny Tap May Receive from Third Parties

Any Personal Data that Nanny Tap may obtain from other third-party sources will be processed by Nanny Tap in accordance with this Privacy Policy and all applicable laws.

2.4 Storage of Your Information

Nanny Tap shall retain users' Personal Data to the extent such retention is adequate, relevant and limited to what is necessary for the purposes for which they are processed. In particular, Nanny Tap shall not retain Personal Data for any longer than necessary for the purposes of performing the processing outlined in this Privacy Policy.

Our (Fasthosts.co.uk) dedicated servers are located in our two state-of-the-art UK data centres in Gloucester, England. Our data centres are built with the latest technology and are maintained 24/7 by a team of expert engineers.

If you create a Nanny Tap account, your information may be collected and stored in a manner that connects to your account email address. Nanny Tap may also create and assign to your device an identifier that is similar to an account number. We may collect the name you have associated with your device, device type, telephone number, country, and any other information you choose to provide, such as user name, email address, or postal code. For example, while using a mobile device to access Nanny Tap, Nanny Tap may provide a Child Care Provider with relevant booking postings that are located within the same postal code as where this activity is taking place. The collection of this data is solely used in accordance with the purposes outlined in sections 4, 5 and 9 of this Privacy Policy, to the extent applicable.

Nanny Tap may also store the information detailed in this section 2 of the Privacy Policy on its equipment or the equipment of third parties that Nanny Tap has a relationship with. Such storage services will be governed by appropriate protections, as required by applicable rules.

2.5 What Personal Data is Required

Nanny Tap will indicate to you at the point of provision as to whether or not particular Personal Data provided by you is required in order to provide particular Nanny Tap services or features to you. Where Personal Data that is required is not provided by you then the particular feature or service may not be available to you.

2.6 The Legal Basis on Which Nanny Tap Collects Your Personal Data

Nanny Tap collects and processes your Personal Data on the basis of different legal grounds, depending on the nature of the Personal Data being provided and the type of processing involved. More information is provided on this here.

– Performance of a Contract

Most of the Personal Data processed by Nanny Tap is performed on the basis that it is necessary for the performance of our agreement with you, or in order to take steps at the request of the user prior to entering such an agreement. An example of this would be where Nanny Tap matches Child Care Providers with Parents/carers.

– Legitimate Interest

A second ground relied upon by Nanny Tap for other types of processing of your Personal Data is that it is necessary for the purposes of legitimate interests pursued by Nanny Tap. Such legitimate interests will include where Nanny Tap sends you marketing about our products and services, where we believe you have a reasonable expectation that we will perform a particular type of processing on your behalf, or where such processing is strictly necessary for fraud detection and prevention. Nanny Tap will only rely on such a ground where an assessment has been performed balancing the interests and rights involved and the necessity of the processing in order to provide our services, products and features to you.

– Compliance with a Legal Obligation

A third ground relied upon for certain types of processing is that it is necessary in order to allow Nanny Tap comply with a legal obligation. An example of this would be where Nanny Tap is required to retain business records for fixed periods of time in order to comply with local legal requirements.

– Consent

Finally, in certain limited situations, Nanny Tap relies on your consent in order to process your Personal Data. Where Nanny Tap requires your consent in order to collect and process certain Personal Data, we seek your consent at the time of provision, and such processing will only be performed where consent is secured. For example, your consent will be sought where you provide your location when you use Nanny Tap’s app, or in certain instances where you initiate a booking alert with Nanny Tap (detailed in section 4 of this Privacy Policy).

3. Limitation of Use or Disclosure of Personal Data

3.1 Where a Child Care Provider Wants to Close an Account

NannyTap follows security procedures as required under UK Data Protection Legislation (the Data Act 1998) to protect the information that we store about you from unauthorised access. When a Child Care Provider closes an account, the Child Care Provider will no longer have access to any of the data we make available under that account name, including but not limited to, search history, booking search preferences, saved bookings, bookings the Child Care Provider has applied to, booking alerts, resume, and any other data associated with the account. If the Child Care Provider uses the same email address to set up a new account, this data from a previous account will not become available to the Child Care Provider again.

Please also note that closing your Child Care Provider account may result in you losing access to all Nanny Tap products and the ability to utilize the “Log in with Nanny Tap” feature found on certain third-party sites.

Nanny Tap reserves the right to keep any materials in a closed account as necessary to preserve and protect its rights to the extent permitted by law (for example, to preserve records of a dispute) or to comply with its obligations under local law (for example, if requested to retain by law enforcement). A closed account does not mean that all of the data is expunged from the Nanny Tap systems, although it will not be readily available under the Child Care Provider’s original account name. When the Child Care Provider presses the close account button on the dashboard, Nanny Tap will begin to process that instruction within 24 hours and will have completed the operation within 40 days

If a Child Care Provider wishes to access or delete their Personal Data held by Nanny Tap, they should follow the steps listed in section 10 of this Privacy Policy, and such a request will be processed in accordance with applicable rules.

3.2 Where a Parent/carers Wants to Close a Parents/carers Account

Parents/carers may close an account at any time by contacting Nanny Tap Customer Support at info@Nannytap.com please note that Nanny Tap must preserve business records pertaining to that account to comply with its obligations under law. Alternatively, if a Parents/carers agent wishes to

access or delete their Personal Data held by Nanny Tap, they should follow the steps listed in section 10 of this Privacy Policy, and such a request will be processed in accordance with applicable rules.

3.3 Where a Child Care Provider Wants to Delete a Booking Application

If a Child Care Provider wants to delete a booking application performed on Nanny Tap's Site, they are advised to contact the prospective parent directly to request deletion of their application. For booking applications which you, the Child Care Provider submit through Nanny Tap (including the use of an Nanny Tap Apply button) to an Parent/carer, (with related materials submitted), please note: 1) that your applications and materials may be controlled by an parent/carer 2) we may direct you to that for Personal Data deletion requests where that Personal Data is held by that parent/carer; and 3) Nanny Tap depends on the parent/carer to provide Nanny Tap with the correct destination for all applications.

3.4 Where the parent/child carer Contact Details Provided to Nanny Tap Are Incorrect

In the event that the electronic destination provided to Nanny Tap is incorrect, your application materials will not be sent to the intended recipient of the application. Nanny Tap has no liability for such applications. If you do not wish to send your application materials in this manner, you should send them directly to NannyTap.

3.5 @NannyTap email Addresses

When communicating through Nanny Tap's message relay system, you will see an email address with an @Nanny Tap email.com or @NannyTap mail.com ending. You understand that you retain no ownership rights in these email addresses, which are specific to Parents/carers' Booking Listings, but are owned by Nanny Tap. However, Nanny Tap's relay system will show the name associated with your account or booking application in the "To:" or "From:" field.

Please also note that since these message proxy and relay services depend on the functionality of third-party providers, there may be technical delays on the part of those email service providers.

3.6 Minimum Age of our Users

The Site is not for use by anyone under the age of 18yrs of use the Site you agree that you must be the minimum age (described in this paragraph below) or older.

The minimum age for these purposes shall be 18, however if local laws require that you must be older in order for Nanny Tap to lawfully provide the services in the Site to you then that older age shall apply as the applicable minimum age. In all jurisdictions outside the European Union, if you are under the age of 18 or the age of majority in your jurisdiction, you must use Nanny Tap under the supervision of your parent, legal guardian or responsible adult. Nanny Tap adopts a range of measures to try to ensure that we do not accept individuals who do not meet the minimum age and any other applicable age requirements. If you do not satisfy these age requirements, please email info @ Nanny Tap.com (remove spaces when sending email).

4. Purposes, Uses and Disclosures of Information

We may use any information collected pursuant to this Privacy Policy, including Personal Data, for the purposes set forth in this sections 4, 5 and 9 of this Privacy Policy, to the extent applicable. Nanny Tap uses such information to help Child Care Providers find bookings and to help Parents/carers find candidates. In order to do this, we use your Personal Data to:

- 1) provide our services, products and features to you, to help Child Care Providers find bookings and Parents/carers find candidates;
- 2) to measure and improve those services, products and features; and
- 3) to protect our users and provide them with customer support.

More detail on these purposes, uses and disclosures of your information is set out below.

4.1 Creating an Account, Sending You Booking Alerts and Other Promotional Materials

If and to the extent permitted by applicable law, Nanny Tap may use your contact information to (i) create an account; (ii) send you booking alerts; and (iii) send you information about Nanny Tap, including promotional materials. Nanny Tap may use third-party partners to perform these activities on Nanny Tap's behalf.

A booking alert is defined as an email sent to you that you sign up for containing Booking Listings in response to a search query you have run ("Booking Alert"). Booking Alerts may also include bookings that Nanny Tap recommends for you, Nanny Tap Targeted Ads, companies you may be interested in following, or other actions you may want to take on the Site.

Nanny Tap may also share your information with third parties (including operators of third-party websites and/or social networking sites) in order to show you targeted advertisements and other content that has been customized for you. Such advertisements will only relate to Nanny Tap's services, products, and features, all of which focus on helping Child Care Providers find bookings and parents find candidates. If you wish to opt out of receiving any marketing messages from Nanny Tap please see section 14 of this Privacy Policy.

4.2 Giving You Relevant Search Results and Recommended Bookings

In order to optimize our services, products and features for you, Nanny Tap may use your previous search and browsing history (e.g. the bookings you click on), or application materials and answers to screener questions, to identify you and determine relevant search results and provide you with recommended bookings or reach out to you about bookings you may be interested in. We may also use demographic and/or profile data to tailor your experience on the Site, to show you content that Nanny Tap thinks you may be interested in, and display content according to your preferences.

4.3 Your Contact Information

When you give Nanny Tap contact information (such as your name and email address) and other forms of Personal and Non-Personal Data, you agree that Nanny Tap may utilize this information for the purposes outlined in sections 4, 5 and 9, to the extent applicable. In particular, you agree that Nanny Tap may, as part of its services to you, communicate with you, or initiate communication with you on behalf of a third party, through your Nanny Tap account or through other means such as

email, telephone (including mobile phone), or postal mail, including through the use of contact information that you may provide to Nanny Tap or that Nanny Tap may otherwise obtain from third-party resources.

4.4 Your Resume Information

Your information, including Personal Data, gets placed on the Site when you upload or edit a resume. Nanny Tap reserves the right to charge third parties a fee for accessing your information, including Personal Data, as part of Nanny Tap's services. At your direction, Nanny Tap may also send your resume to third parties if you choose to apply for a booking listing. The extent to which your information is made available to third parties depends on the privacy settings you choose on Nanny Tap. When a Child Care Provider creates a resume on Nanny Tap, they are given the option to make their resume public or private. This is detailed below.

If you post a resume, this may be crawled by, and displayed through search engines when someone searches for your name. This means that third parties can view the Personal Data contained in your resume and you may receive unsolicited contact from parties unaffiliated with Nanny Tap and for whom Nanny Tap has no responsibility. If you post a public resume on Nanny Tap, please note that although Nanny Tap expressly prohibits the 'scraping' of its Site any resume you post publicly is public information and the content may be copied by a third party in violation of these terms.

For public resumes, you also authorize Nanny Tap to remove your name from your public resume, in certain instances.

4.5 Matching Child Care Providers with Parents

You acknowledge that Nanny Tap may determine whether the words of your resume or any other individuals' resume match the words of certain booking descriptions, and vice versa, in order to improve the Site or any other Nanny Tap product or service (including by displaying or otherwise making available potentially relevant booking descriptions and resumes to Child Care Providers and Parents/carers).

Nanny Tap may also provide information collected pursuant to this Privacy Policy, including Personal Data, to Parents/carers that may be interested in contacting you. By applying to a booking, answering screener questions, providing your contact information to show interest in a booking, or by replying to a message from a Parents/carers, you agree to the disclosure of your information to that Parents/carers. Nanny Tap may also provide the results of any Nanny Tap Assessments you complete to Parents/carers, where you agree to such provision at the time of taking such as assessment. Nanny Tap may also use information provided to Nanny Tap via your Nanny Tap Resume to pre-populate application information for you and for similar purposes.

If you have a Nanny Tap account or a Nanny Tap-hosted resume, you agree that Nanny Tap may contact you or suggest you or your public resume to Parents/carers that might be interested in a person who matches your behaviour on Nanny Tap.

4.6 Sending Messages on Nanny Tap

Nanny Tap provides two-way message proxy and relay services to the users of our Nanny Tap products, including: Nanny Tap Resume, Nanny Tap Apply, and Post a need. By utilizing this Nanny Tap relay function, you acknowledge that you are asking Nanny Tap to send these messages on your behalf. This includes your resumes, cover letters, applications, messages, questionnaire answers, responses, offer letters and other materials.

We monitor, review, store and analyse such content, including via automated means, for data analysis, quality control, and to improve the Site or any other Nanny Tap product or service. Examples of such improvements would be optimizing our search results, improving Booking Listings, provide you with personally relevant product features, and preventing fraud and spam.

4.7 Sending You Text Messages About Parents/carers bookings

Nanny Tap may offer you the opportunity to receive a text message from Nanny Tap when a Parents/carers has scheduled a meet up with you or responded to your booking via Nanny Tap's email relay. In such an event, you will enter your phone number on the Nanny Tap consent form and by entering your phone number you are representing and confirming it is your number and you have the right to accept text messages at the number. Nanny Tap will only send you a text message reminder for such bookings or messages through Nanny Tap's email relay, and you agree to accept such text messages on your mobile phone including messages sent by automated telephone dialling system. To unsubscribe at any time, reply to the text with STOP or contact Nanny Tap Customer Support.

4.8 Preventing Fraud and Spam

Nanny Tap may also use information collected pursuant to this Privacy Policy to help diagnose problems with the Site and Nanny Tap's service, to prevent potentially fraudulent or illegal activities, and to protect individuals from other activities that may be detrimental to you or others. Nanny Tap may investigate and disclose information from or about you or your use of Nanny Tap if we have a good faith belief that such investigation or disclosure (a) is reasonably necessary to comply with legal process (including subpoenas, search warrants, court orders) and law enforcement instructions and orders; (b) is helpful to prevent, investigate, or identify possible wrongdoing in connection with the use of the Site; or (c) may protect our rights, reputation, property, safety, or that of the public; or (d) as necessary to meet national security requirements.

For example, Nanny Tap is subject to the investigatory and enforcement powers of the Federal Trade Commission in the United States, the Data Protection Commission of Ireland, and many other regulatory bodies.

We may use a variety of methods to detect and address anomalous activity and screen content to prevent abuse such as spam or fraud. However, such detection methods are not perfect and false positives may occur. These efforts may on occasion result in a temporary or permanent suspension or termination of some functions for some users.

– Preventing Fraud and Spam in Messages

Nanny Tap also reserves the right to drop messages from our relay system that Nanny Tap determines do not adhere to Site Rules or any of the terms of this agreement. Nanny Tap further

reserves the right to conduct investigations to determine whether you are perpetrating a scam, spamming Nanny Tap or its users, or otherwise conducting fraudulent activity on Nanny Tap by various means, including but not limited to investigating your functionality by setting up profiles and names that belong to Nanny Tap. Nanny Tap also reserves the right to turn over any information gathered via such investigations to the police or other third party if Nanny Tap has a good faith belief that you are using the Site in violation of these terms.

Nanny Tap reserves the right to verify and confirm the identity of any party associated with an email relay. This includes but is not limited to verifying the identity of the sender of an email with the Parents/carers agents associated with that email address on the relevant Booking Listing.

4.9 Facilitating Payment

Nanny Tap will use your information only for the purpose of processing a payment. We use third party payment services such as Apple Pay, PayPal and Google Play. “We do not store credit card details nor do we share financial details with any 3rd parties”

4.10 Automated Processing of Your Personal Data

In order to optimize the performance of the Nanny Tap Site and services for users, Nanny Tap performs automated processing of Personal Data evaluating certain specific aspects relating to a user, in particular to analyse or predict aspects concerning a user’s personal preferences or interests in terms of Nanny Tap’s Site and services. Where it occurs, such processing is carried if it is necessary for the performance of our agreement with our users, to allow Nanny Tap to provide its services to Child Care Providers and Parents/carers, or in other cases on the basis of a user’s consent.

For example, this allows Nanny Tap to match Child Care Providers with Parents/carers effectively, or provide Child Care Providers with Booking Listings they are more likely to be interested in. Such processing is subject to the safeguards detailed in this Privacy Policy and users may contact info @ Nanny Tap.com (remove spaces) to get further information about this or to contest the decision generated by said automated processing.

4.11 Transfer of Information to NannyTap Affiliated Entities

Any information shared by you with NannyTap may be shared with or transferred to any Nanny Tap affiliated entity no matter where located, for the purpose of providing you services and improving the Site. This includes Nanny Tap affiliated partners located outside the European Union (“EU”) or Switzerland.

Such transfers are performed in full compliance with applicable data protection rules and subject to appropriate safeguards, primarily through the use of extensive data protection agreements, in order to ensure adequate protection of users’ Personal Data. The services provided to you and the functionality of the Site could not be provided without such a transfer. **If you do not wish your information to be transferred in this way you should not use this Site.**

4.12 Transfer of Information to Third Parties

– Transfers to Parents/carers

Parents/carers agree to comply with all their responsibilities under applicable data protection rules with respect to the collection, processing and storage of Personal Data, as well as providing adequate protection of all data subject rights provided for under all applicable data protection rules.

– Transfers to Service Providers and Vendors

We may use third parties to perform services in connection with our operations, to improve the Site and our services, products and features, and to protect our users. These third parties may include (but are not limited to) service providers and vendors.

NannyTap may also transfer your Personal Data in limited situations to certain third-party vendors that assist Nanny Tap with protecting our users and maintaining the quality of our services, products and features provided to those users. An example would be vendors Nanny Tap uses for fraud detection purposes.

In the course of providing these services, those companies may have access to Personal Data, and this may involve transfers of such Personal Data to other countries. Such transfers are only made for the purposes set forth in sections 4, 5 and 9 of this Privacy Policy, to the extent applicable. Those companies are also contractually required to treat such Personal Data in accordance with this Privacy Policy, and in accordance with all applicable laws with respect to such transfers and any processing performed by those third parties on such Personal Data.

– Transfers to Cloud Service Providers

Please also be aware that we may also use third-party cloud service providers that provide hosting, data storage and other services pursuant to standard terms and conditions that may be non-negotiable; these service providers have informed us or the general public that they apply security measures they consider adequate for the protection of information within their system, or they have a general reputation for applying such measures. However, we will not be liable (to the fullest extent permitted by law) for any damages that may result from the misuse of any information, including Personal Data, by these companies.

– Transfers of Publicly Available Information

When users post content on Nanny Tap in a manner that is intended to make that content publicly available and searchable by individuals, Nanny Tap reserves the right to aggregate and share that information with third parties. For example, if a Parents/carers posts a booking on Nanny Tap, Nanny Tap may share that posting or information contained within that booking posting with third parties, at Nanny Tap's discretion and subject to agreement between Nanny Tap and any such third parties. Nanny Tap also reserves the right to share information aggregated from public sources in this capacity.

– Third-Party Sites You Link to from Nanny Tap

You may also use certain third-party sites or services that you link to from Nanny Tap's Site. In such cases, all information you provide to a third party is provided to that third party and not to Nanny Tap, and is subject to the third-party's privacy policy and terms of service. Please see section 8 of this Privacy Policy titled Links to Third-Party Sites for more information.

– Transfers of Personal Data for individuals in the EU and Switzerland

Please see sections 11 and 12 of this Privacy Policy for information related to this.

5. Additional Uses and Disclosures of Non-Personal Data

In addition to the other uses and disclosures of information set forth in this Privacy Policy, and notwithstanding anything in this Privacy Policy to the contrary, we may use and disclosure, for any purpose, any Non-Personal Data, except where we are required to do otherwise under applicable law. If we combine any Non-Personal Data with Personal Data, then we will only use and disclose such combined information for the purposes described in sections 4 and 9 of this Privacy Policy while it is so combined.

6. Security

Nanny Tap seeks to use reasonable security measures to help protect against the loss, misuse and alteration of the Personal Data under Nanny Tap's control. No method of transmission over the Internet, or method of electronic storage, is 100% secure, however. In addition, please note that emails, messages sent via your web browser, and other similar means of communication with other users, are not encrypted. Therefore, while we strive to protect your information, we cannot guarantee its security.

Please also be aware that we may use third-party cloud service providers that provide hosting, data storage and other services pursuant to standard terms and conditions that may be non-negotiable; these service providers have informed us or the general public that they apply security measures they consider adequate for the protection of information within their system, or they have a general reputation for applying such measures. However, we will not be liable (to the fullest extent permitted by law) for any damages that may result from the misuse of any information, including Personal Data, by these companies. Please see section 11 of this Privacy Policy for liabilities pertaining to the transfer of Personal Data of individuals in the EU and Switzerland.

7. Cookies

"Cookies" are small pieces of information that are stored by your browser on your computer's hard drive. Please see our Cookie Policy for further information regarding Nanny Tap's use of Cookies.

8. Links to Third-Party Sites

The Site may make available links to other websites. When you click on such links, you may leave our Site. The Site may also make available Company Pages, which may contain information provided by third-party Parents/carers.

WE ARE NOT RESPONSIBLE FOR THE INFORMATION COLLECTION, USE, DISCLOSURE OR OTHER PRIVACY PRACTICES OF ANY THIRD PARTY, INCLUDING OUR AFFILIATES, THIRD-PARTY SERVICE PROVIDERS, ANY PARENTS/CARERS (INCLUDING ANY PARENTS/CARERS THAT PROVIDES A COMPANY PAGE), ANY THIRD-PARTY SOCIAL MEDIA PLATFORM, ANY THIRD PARTY MAKING AVAILABLE THE DEVICES OR OPERATING SYSTEMS FOR WHICH THE SITE IS AVAILABLE, AND ANY THIRD PARTY OPERATING ANY WEBSITE TO WHICH THE SITE CONTAINS A LINK. YOU MAY HAVE

RIGHTS DIRECTLY ENFORCEABLE AGAINST THESE THIRD PARTIES SO YOU SHOULD CONSIDER THEIR PRIVACY POLICIES TO LEARN MORE.

9. Acquisitions and Other Reorganizations

Information collected pursuant to this Privacy Policy, including Personal Data, may be disclosed to one or more third parties in connection with any change of ownership or control in Nanny Tap’s business (whether by merger, sale, or otherwise), or any other reorganization or joint venture, or assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceeding), and any such information may be used by such third party in accordance with this Privacy Policy. Equally, information collected pursuant to this Privacy Policy, including Personal Data, may be disclosed to one or more third parties in connection with any acquisition or merger carried out by Nanny Tap of such third parties.

10. Exercising Your Rights with Respect to Your Personal Data

Nanny Tap users that provide their Personal Data in the EU, and those that provide their Personal Data in any other jurisdictions that adopt laws affording equivalent protections to those in the EU, may avail of the rights detailed below.

10.1 The Right to Rectify Your Personal Data

Nanny Tap users are able to edit and update most of their Personal Data held by Nanny Tap on the Site, and if you have any queries or complaints we encourage you to contact us here.

Alternatively, if you do not wish to do this you may make a formal request to have Nanny Tap rectify any inaccurate Personal Data on your behalf by sending an email to info@Nannytap.com from the email address associated with your account.

10.2 The Right to Object to or Restrict the Processing of Your Personal Data

If you have any queries or complaints about how we process your Personal Data we encourage you to contact us here – info@Nannytap.com

Alternatively, if you do not wish to do this you may make a formal request to object to, or restrict, processing of your Personal Data by Nanny Tap. In order to do so please send an email to [info @ Nanny Tap.com](mailto:info@Nannytap.com) from the email address associated with your account.

10.3 The Rights of Access to and Portability of Your Personal Data

Nanny Tap users are able to access most of their Personal Data held by Nanny Tap on the Site, and if you have any queries or complaints we encourage you to contact us here.

Alternatively, if you do not wish to do this you may make a formal request to access your Personal Data held by Nanny Tap. In order to do so, please send an email to [info @ Nanny Tap.com](mailto:info@Nannytap.com) from the email address associated with your account, and paste the following sentence in your email: “I am requesting to access my personal data.” Nanny Tap will provide your Personal Data to you in a portable format to allow it to be transmitted to third parties.

10.4 The Right to Delete Your Personal Data

Nanny Tap users are able to edit and update most of their Personal Data held by Nanny Tap on the Site, and if you have any queries or complaints we encourage you to contact us here.

Alternatively, if you do not wish to do this, you may make a formal request delete your Personal Data held by Nanny Tap. In order to do so, please email to info@Nannytap.com from the email address associated with your account, and paste the following sentence in your email: "I am requesting to delete my personal data." Once your request has been confirmed, Nanny Tap will initiate the necessary steps to execute this exercise, including the deletion of your Nanny Tap account. Where the deletion request relates to Personal Data that you previously requested be made public on Nanny Tap (e.g. a Child Care Provider posting a public resume), we will make reasonable efforts to inform any other controllers of this request.

PLEASE NOTE: by requesting the deletion of your Personal Data, you will no longer be able to create an account with Nanny Tap using the same email address. If you simply wish to close your account, please click the "close my account" button in your account page.

10.5 Some Limitations

Such rights of rectification, objection, restriction, access, portability and deletion are subject to certain limitations, as provided for by applicable laws. Individual requests will be completed within the time allotted by relevant regulations, which starts to run from the point of Nanny Tap confirming your request. Where permitted, please note there may be a charge for subsequent requests from the same individual, which will be determined by Nanny Tap and only imposed to the extent permitted by applicable law.

11. Personal Data from Individuals, Privacy principles and framework

We follow security procedures as required under UK Data Protection Legislation (the Data Protection Act 1998) to protect the information that we store about you from unauthorised access. Nanny Tap shall retain users' Personal Data to the extent such retention is adequate, relevant and limited to what is necessary for the purposes for which they are processed. In particular, Nanny Tap shall not retain Personal Data for any longer than necessary for the purposes of performing the processing outlined in this Privacy Policy. Where is it physically stored -

Our (Fasthosts.co.uk) dedicated servers are located in our two state-of-the-art UK data centres in Gloucester, England. Our data centres are built with the latest technology and are maintained 24/7 by a team of expert engineers.

12. Independent Dispute Resolution for Individuals in the EU and Switzerland

In compliance with the US-EU and Swiss-US Privacy Shield Principles, Nanny Tap commits to resolve complaints about your privacy and our collection or use of your Personal Data. EU and Swiss individuals with inquiries or complaints regarding this Privacy Policy should first contact Nanny Tap at: [include legal address for company], or by emailing [info @ Nanny Tap.com](mailto:info@NannyTap.com) (remove spaces when sending email).

Nanny Tap has further committed to refer unresolved privacy complaints under the EU-US and Swiss-US Privacy Shield Principles to the BBB EU PRIVACY SHIELD, a non-profit alternative dispute resolution provider located in the United States and operated by the Council of Better Business Bureaus. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please visit <http://www.bbb.org/EU-privacy-shield/for-eu-consumers> for more information and to file a complaint.

There may be a possibility, under certain limited conditions, for EU and Swiss individuals to invoke binding arbitration before the Privacy Shield Panel.

13. Do Not Track Requests

We do not respond to the browser “Do Not Track” (DNT) signal if enabled by the user in their web browser. When we set or read cookies on non-Nanny Tap sites that have integrated our booking search and display features, we do so, for example, to provide a personalized booking search experience to users on those sites. We do not share any information about your use of Nanny Tap with those third parties. When third parties that we have integrated into Nanny Tap sites (as described in the Nanny Tap Cookie Policy) set or read their own third-party cookies, they may or may not respond to the DNT signal.

14. Opting Out

If you no longer want to receive marketing materials from us based upon your Personal Data, going forward, you may opt out of receiving such marketing related messages by sending an email to optout@Nannytap.com (remove spaces when sending email). Please note that we may still send other messages to you, such as administrative messages. We will comply with your request as soon as reasonably practicable, and in accordance with applicable laws.

15. General Inquiries and Complaints

15.1 Contacting Nanny Tap

You may contact Nanny Tap at [include address] ; or you may contact either company via our Site contact form. If you would like to contact Nanny Tap’s Data Protection Officer, please send an email to info@Nannytap.com (remove spaces when sending email).

15.2 Complaints

If you believe your data protection rights have been infringed by Nanny Tap, you have the right to complain to the appropriate data protection supervisory authority in your jurisdiction. For example if you are in the EU, Nanny Tap’s main establishment is in the EU [Hill House, Huyton, Liverpool, L36 9XB