

Version 1.3.0

Last Update: February 20, 2025.

- 10.4.1 Maternity Leave Policy for members

General Terms and Conditions of GRI Club Products and Services

1. Introduction

By accepting these terms and conditions, either by clicking a box indicating your acceptance or by executing an order form that references these terms and conditions, you agree to the terms of GRI Club Products and Services. In the case that you are entering into this agreement on behalf of a company or other legal entity, you represent that you have the authority to bind such entity and its affiliates to these terms and conditions. In which case the terms "you" or "your" shall refer to such an entity and its affiliates. If you do not have such authority or do not agree with these terms and conditions, you must not accept this agreement and may not use the services.

These Terms and Conditions govern the relationship between GRI Services LTD, GRI American European LLC, GRI USA INC, GRI Brazil Eventos LTDA and You.

1.1 Scope

When you use our Services, you agree to all these terms. Your use of our Services is also subject to our Cookie Policy and our Privacy Policy, included in this document, which covers how we collect, use, share, and store your personal information.

As a Visitor or Member of our Services, the collection, use and sharing of your data are subject to our Privacy Policy (which includes our Cookie Policy and other documents referenced in this Privacy Policy) and updates.

1.2 Change

We may make changes to the Contract.

We reserve the right to amend these Terms, our Privacy Policy, and our Cookies Policy at any time. Such amendments will be effective immediately upon posting the updated terms on our website or notifying you by other means. We will make reasonable efforts to communicate significant changes to you in advance. Your continued use of our Services after any such updates take effect will constitute your agreement to those changes. If you do not agree to the new terms, you should discontinue your use of our Services.

2. Obligations

2.1 Service Eligibility

Here are some promises you make to us in this Contract:

2.2 Your Account

You will keep your password a secret.

You will not share an account with anyone else and will follow our rules and the law.

Members are account holders. You agree to (1) use a strong password and keep it confidential and (2) not transfer any part of your account (e.g., connections - favourites). You are responsible for anything that happens through your account unless you close it or report misuse.

As in all interactions between you and others (including your employer), your account belongs to you. However, if another party purchased the Services for you to use (e.g. Membership seat bought by your employer), the party paying for such Service has the right to control access to and get reports on your use of such paid Service; however, they do not have rights to your account.

2.3 Payment

The deal negotiated in the contract with GRI Club refers to the net amount after all withholding tax (where applicable).

If you buy any product or service, you will honor your payment obligations, and you agree to us storing your payment information. You understand that fees and taxes may be added to our prices. Refunds are subject to our policy.

If you buy any of our paid Services ("Premium Services"), you agree to pay us the applicable fees and taxes, and you agree to the additional terms specific to the paid Services. Failure to pay these fees will result in the termination of your paid services. You also agree that:

- Your purchase may be subject to foreign exchange fees or price differences based on location (e.g. exchange rates).
- If you purchase a subscription, your payment method will automatically be charged for the fees and taxes applicable at the start of each subscription period. To avoid future charges, you must cancel before the renewal date.
- All your Service purchases are subject to the GRI Club refund policy.
- We may calculate the taxes you pay based on the billing information you provide us at the time of purchase.

2.4 Notices and Messages:

You are okay with us providing notices and messages through our platforms, websites, apps, and via the contact information you provided us. If your contact information is out of date, you may miss important notices.

You agree that we will provide notices and messages to you in the following ways: (1) within the Service or (2) sent to the contact information you provided us (e.g., email, mobile number, physical address). You agree to keep your contact information up to date.

2.5 Sharing

When you share information on our Services, others can see, copy, and use that information.

Our Services allow messaging and sharing of information in many ways, such as your profile, articles, group posts, links to news articles, job postings, and messages. Information, content or posts that you share may be seen by other Members, Visitors and others (including externally, outside the Services). Where we have made settings available, we will honor the choices you make regarding who can see content or information (e.g., messaging content to your addressees, sharing content only to favourite connections, restricting your profile visibility from search engines, or opting not to notify others of your GRI Club Products and Services profile updates).

We are not obligated to publish any information or content on our Service and can remove it with or without notice.

2.6 Call Monitoring

2.6.1. We inform you that, as part of our efforts to ensure the quality of our services and to support the continuous training of our team, calls made by our commercial team may be recorded. These recordings are used exclusively for internal purposes, including monitoring commercial activities, quality control, and training.

2.6.2. We ensure that all recordings are handled in compliance with applicable data protection and privacy regulations and will not be disclosed, shared, or used for any purpose outside the scope described in this clause.

2.6.3. By interacting with our representatives, you expressly consent to the recording of calls as described in this clause. For any questions regarding data processing, please contact us through the channels provided in our Privacy Policy.

3. Rights and Limits

3.1. Your License to GRI Club:

You own all the content, feedback and personal information you provide us.

We will honor your choices about who sees your information and content, including how it can be used for ads.

As in all interactions between you and GRI Club, you own the content and information that you submit or post to the Services, and you are only granting us the following non-exclusive license:

A worldwide, transferable and sublicensable right to use, copy, modify, distribute, publish and process information and content that you provide through our Services and the services of others without any further consent, notice and/or compensation to you or others. These rights are limited in the following ways:

You can end this license for specific content by deleting such content from the Services or generally by closing your account, except (a) to the extent you shared it with others as part of the Service and they copied, re-shared it or stored it and (b) for the reasonable time it takes to remove from backup and other systems.

We will not include your content in advertisements for the products and services of third parties to others without your separate consent (including sponsored content). However, without payment to you or others, we have the right to serve ads near your content and information, and your social actions may be visible and included with ads, as noted in the Privacy Policy. If you use a Service feature, we may mention that with your name or photo to promote that feature within our Services, subject to your settings.

While we may edit and make format changes to your content (such as translating or transcribing it, modifying the size, layout or file type, or removing metadata), we will not alter the meaning of your expression.

You may make it available to others because you own your content and information, and we only have non-exclusive rights.

You and GRI Club agree that if the content includes personal data, it is subject to our Privacy Policy.

You and GRI Club agree that we may access, store, process and use any information and personal data you provide under the terms of the Privacy Policy and your choices (including settings).

Confidentiality and Data Protection: Both parties agree to maintain the confidentiality of any proprietary information received during the term of this Agreement, using at least the same degree of care that it uses to protect its own confidential and proprietary information, but in no event less than reasonable care. Additionally, both parties will comply with all applicable laws and regulations regarding data protection and privacy. This includes, but is not limited to, the General Data Protection Regulation (GDPR) for parties operating in the European Union.

By submitting suggestions or other feedback regarding our Services to GRI Club, you agree that GRI Club can use and share (without obligation) such feedback for any purpose without compensation.

You promise only to provide information and content you have the right to share and that your GRI Club Products and Services profile will be truthful.

You agree only to provide content or information that does not violate the law or anyone's rights (including intellectual property rights). You also agree that your profile information will be truthful. GRI Club may be required by law to remove certain information or content in certain countries.

3.2 Service Availability

We may change or end any Service or modify our prices prospectively.

We may change, suspend or discontinue any of our Services. We may also modify our prices effective prospectively upon reasonable notice to the extent allowed under the law.

We do not promise to store or continue to display any information and content that you have posted. GRI Club Products and Services is not a storage service. You agree that we have no obligation to store, maintain or provide you with a copy of any content or information that you or others provide, except to the extent required by applicable law and as noted in our Privacy Policy.

3.3 Other Content, Sites and Apps

Your use of others' content and information posted on our Services is at your own risk.

Others may offer their products and services through our Services, and we are not responsible for those third-party activities.

By using the Services, you may encounter content or information that might be inaccurate, incomplete, delayed, misleading, illegal, offensive or otherwise harmful. GRI Club generally does not review content provided by our Members or others. You agree that we are not responsible for others' (including other Members') content or information. We cannot always prevent this misuse of our Services, and you agree that we are not responsible for any such misuse. You also acknowledge the risk that you or your organization may be mistakenly associated with content about others when connections and favourites are informed you or your organization were mentioned anywhere on the platform.

GRI Club may help connect Members offering their services (business opportunities, networking, information, etc.) with Members seeking services. You acknowledge that GRI Club does not supervise, direct, control or monitor Members in the performance of these services and agree that (1) GRI Club is not responsible for the offering, performance or procurement of these services, (2) GRI Club does not endorse any particular Member's offered services, and (3) nothing shall create an employment, agency, or joint venture relationship between GRI Club and any Member offering services. If you are a Member offering services, you represent and warrant that you have all the required licenses and will provide services consistent with our Professional Community Policies.

3.4 Limits

We can limit how you connect and interact with our Services.

GRI Club reserves the right to limit your use of the Services, including the number of connections and your ability to contact other Members. GRI Club reserves the right to restrict, suspend, or terminate your account if you breach this Contract or the law or are misusing the Services.

3.5 Intellectual Property Rights

We're providing you with notice about our intellectual property rights.

GRI Club reserves all of its intellectual property rights in the Services. Trademarks and logos used in connection with the Services are the trademarks of their respective owners. GRI Club, any Products and Services logos, and other GRI Club trademarks, service marks, graphics, and logos used for our Services are trademarks or registered trademarks of GRI Club.

3.6 "NON SOLICITATION"

3.6.1 During the term of this contract and for 12 months after its termination, the CLIENT agrees not to directly or indirectly solicit the GRI CLUB employees and collaborators to join them in another company or enterprise, whether as employees, independent contractors, consultants, or in any other similar capacity, without the prior written consent of the CONTRACTOR.

3.6.2 For the purposes of this clause, "collaborators" refer to all employees, contractors, consultants, or any person providing services to the CONTRACTOR during the term of this contract.

3.6.3 The CLIENT agrees not to approach the CONTRACTOR's collaborators directly or indirectly with the intention of recruiting them or persuading them to leave their current position during the term of this contract and for the specified period after its termination.

3.6.4 The CLIENT agrees to keep confidential all privileged or sensitive information related to the CONTRACTOR's collaborators to which they have access during the term of this contract and after its termination.

3.6.5 Violation of this clause shall constitute grounds for immediate termination of the contract without prejudice to any other rights or remedies available to the disclosing party.

3.6.6 In the event of a breach of this clause, the contractor agrees to fully indemnify the client for all damages, costs, and expenses incurred due to the violation without excluding the client's right to seek appropriate legal remedies.

3.6.7 If a court finds any provision of this clause invalid or unenforceable, the remaining provisions shall remain in full force and effect.

3.7 Automated Processing

We use data and information about you to make relevant suggestions to others.

We use the information and data you provide and the information and data we have about Members to make recommendations for connections, content and features that may be useful to you. For example, we use your data and information to recommend Private Meetings and new business opportunities. Keeping your profile accurate and up to date helps us to make these recommendations more accurate and relevant.

4. Disclaimer and Limit of Liability

4.1 No Warranty

This is our disclaimer of legal liability for the quality, safety, or reliability of our Services.

GRI Club and its affiliates make no representation or warranty about the services, including any representation that the services will be uninterrupted or error-free, and provide the services (including content and information) on an “as is” and “as available” basis. To the fullest extent permitted under applicable law, GRI Club and its affiliates disclaim any implied or statutory warranty, including any implied warranty of title, data accuracy, non-infringement, merchantability or fitness for a particular purpose.

4.2 Exclusion of Liability

These are the limits of legal liability we have to you.

To the fullest extent permitted by law (and unless GRI Club has entered into a separate written agreement that overrides this contract), GRI Club, including its affiliates, will not be liable in connection with this contract for lost profits or lost business opportunities, reputation (e.g., offensive or defamatory statements), loss of data (e.g., downtime or loss of, use of, or changes to your information or content) or any indirect, incidental, consequential, special or punitive damages.

To the maximum extent permitted by applicable law, neither party shall be liable for any indirect, punitive, incidental, special, consequential, or exemplary damages, including without limitation damages for loss of profits, goodwill, use, data, or other intangible losses, arising out of or relating to the use of, or inability to use, the service. Under no circumstances will either party's aggregate liability exceed the amount paid or payable by you to us for the services during the term of this contract.

5. Termination

We may terminate this Contract, however some rights and obligations will survive.

Both you and GRI Club may terminate this Agreement at any time with notice to the other. On termination, you lose the right to access or use the Services. The following shall survive termination:

- Our rights to use and disclose your feedback;
- Members and/or Visitors' rights to further re-share content and information you shared through the Services;
- Sections 4, 6, 7, and 8.2 of this Agreement;
- Any amounts owed by either party before termination remain owed after termination.

6. Governing Law and Dispute Resolution

In the unlikely event we end up in a legal dispute, you and GRI Club agree to resolve it in London courts using British law.

7. General Terms

Here are some essential details about the Contract.

If a court with authority over this Contract finds any part of it unenforceable, you and we agree that the court should modify the terms to make that part enforceable while still achieving its intent. If the court cannot do

that, you and we agree to ask the court to remove that unenforceable part and still enforce the rest of this Contract.

If we don't act to enforce a breach of this Contract, that does not mean that GRI Club has waived its right to enforce this Contract. You may not assign or transfer this Contract (or your membership or use of Services) to anyone without our consent. However, you agree that GRI Club may assign this Contract to its affiliates or a party that buys it without your consent. There are no third-party beneficiaries to this Contract.

You agree that the only way to provide us with legal notice is at the addresses provided in Section 10.

8. GRI Club “Dos and Don’ts”

8.1. Dos

GRI Club is a community of professionals. This “Dos and Don’ts” list and our Professional Community Policies limit what you can and cannot do with our Services.

You agree that you will:

- Comply with all applicable laws, including, without limitation, privacy laws, intellectual property laws, anti-spam laws, export control laws, tax laws, and regulatory requirements;
- Provide accurate information to us and keep it updated;
- Use your real name on your profile; and
- Professionally use the Services.

8.2. Don’ts

You agree that you will not:

- Create a false identity on GRI Club, misrepresent your identity, create a Member profile for anyone other than yourself (a real person), or use or attempt to use another’s account;
- Develop, support or use software, devices, scripts, robots or any other means or processes (including crawlers, browser plugins, add-ons or any other technology) to scrape the Services or otherwise copy profiles and other data from the Services;
- Override any security feature or bypass or circumvent any access controls or use limits of the Service (such as caps on keyword searches or profile views);
- Copy, use, disclose or distribute any information obtained from the Services, whether directly or through third parties (such as search engines), without the consent of GRI Club;
- Disclose information that you do not have consent to disclose (such as confidential information of others (including your employer);
- Violate the intellectual property rights of others, including copyrights, patents, trademarks, trade secrets or other proprietary rights. For example, you will not copy or distribute (except through the available sharing functionality) the posts or other content of others without their permission, which they may give by posting under a Creative Commons license;
- Violate the intellectual property or other rights of GRI Club, including, without limitation, (i) copying or distributing our learning videos or other materials; (ii) copying or distributing our technology,

unless it is released under open source licenses; (iii) using the word “GRI Club” or our logos in any business name, email, or URL;

- Post anything that contains software viruses, worms, or any other harmful code;
- Reverse engineer, decompile, disassemble, decipher or otherwise attempt to derive the source code for the Services or any related technology that is not open source;
- Imply or state that you are affiliated with or endorsed by GRI Club without our express consent (e.g., representing yourself as an accredited GRI Club trainer);
- Rent, lease, loan, trade, sell/resell or otherwise monetize the Services, related data or access to such data without GRI Club’s consent;
- Deep-link to our Services for any purpose other than to promote your profile or a Group on our Services without GRI Club’s consent;
- Use bots or other automated methods to access the Services, add or download contacts, send or redirect messages;
- Monitor the Services’ availability, performance or functionality for any competitive purpose;
- Engage in “framing,” “mirroring,” or otherwise simulating the appearance or function of the Services;
- Overlay or otherwise modify the Services or their appearance (such as by inserting elements into the Services or removing, covering, or obscuring an advertisement included on the Services);
- Interfere with the operation of, or place an unreasonable load on, the Services (e.g., spam, denial of service attack, viruses, gaming algorithms); and/or
- Violate the Professional Community Policies or any additional terms concerning a specific Service that are provided when you sign up for or start using such Service, and the Bing Maps terms where applicable.

9. Chatham House Rules

Are applied to every meeting, reunion, conference or GRI gathering of members - both offline/in person and virtual. *This means that participants are free to use the information received when a meeting, or part thereof, is held under the Chatham House Rule. However, neither the identity nor the affiliation of the speaker(s) or any other participant may be revealed.*

10. When Buying a GRI Club Product or Service,

Your online order is an offer to buy the product(s). When you place an order, we will send you an automatic email acknowledging receipt of your order; this email does not confirm acceptance of your offer to buy the product(s) ordered. An offer is only accepted when we send the confirmation email confirming that you have been registered to attend the event or you are registered as a member. Despite our best efforts, a small number of products may be mispriced. We will verify pricing when processing your order and before confirmation of registration/membership. In the case that we have made a mistake and a product's actual price differs from that on the website, we will either contact you before registration to confirm you want to buy the product at the correct price or cancel your order and refund the amount paid in full.

A confirmation email will be sent within two working days of receipt of payment. If you have not received a confirmation within seven days of registration, please contact us to confirm your booking.

10.1 Liability

None of (a) on the one hand, GRI Services LTD, GRI American European LLC, GRI USA INC, GRI Brazil Eventos LTDA, or (b) on the other hand, you will be responsible for (i) losses that were not caused by any breach on the part of the other party, or (ii) any business loss (including loss of profits, revenue, contracts, anticipated savings, data, goodwill, or wasted expenditure), or (iii) any indirect or consequential losses that were not foreseeable to both you and us when the contract for the sale of products by us to you was formed. Neither party will be held responsible for any delay or failure to comply with its obligations under these conditions, if the delay or failure arises from any cause beyond its reasonable control.

10.2 Rates and Admission for Conferences and Events in General

Registrations for GRI conferences and admission: Event registration rates are per person for the entire event duration. Registrations are not divisible into individual days or any fraction of the entire event. One event registration cannot be shared between participants.

The group rate is per person. This applies to groups of 3 or more participants. Participants need not be from the same company.

Please note that registration fee reductions are not cumulative. These cannot be used in conjunction with any other offer.

Club memberships and admission: Only named and pre-registered members may attend club events and GRI conferences. The nonattendance of any of the named club members will not affect your obligations. No person other than those officially registered as members with us may attend any part of the club events or conferences. This excludes Corporate or Flex Memberships, which allow pre-approved attendees nominated by the membership owner.

Membership and delegate fees must be paid in full before attending the conference, or admission will be regrettably denied.

10.3 Travel / Accommodation Arrangements:

You are responsible for your flights, transfers and accommodation arrangements and the associated costs; however, please let us know if you require our assistance or advice.

Club members and delegates are responsible for their insurance (including, but not limited to, travel insurance, personal effects and personal insurance), vaccinations, and visas (where applicable).

Please note a visa may be required to enter the country where the event is held. A formal letter of invitation from GRI is available upon request to assist with visa application.

10.4 Club Membership Terms

GRI Club Membership commences on the date you first accept our Terms and Conditions and continues until the membership hereunder has expired or has been terminated.

The term of each membership subscription is for a minimum of 12 months unless otherwise specified in an order form. Memberships will automatically be renewed for an additional period equal to the expired subscription term unless either party provides notice to the other party for non-renewal at least seven days before the end of the current membership. If any terms or conditions change, we will notify you in advance.

A party may terminate this Agreement for cause (i) upon 30 days written notice to the other party of a material breach, if such breach remains uncured at the expiration of such period, or (ii) if the other party becomes the subject of a petition in bankruptcy or any other proceeding relating to insolvency, receivership, liquidation or assignment for the benefit of creditors.

If you cancel your subscription before the 12-month term ends, you are responsible for paying the remaining balance of the membership contract.

10.4.1 Maternity Leave Policy for members

In accordance with the Terms and Conditions of the GRI Club, members who take maternity leave may request a temporary suspension of their membership for a maximum period of 12 (twelve) months. During the suspension period, the member will not have access to in-person events or the GRI Club platform. The suspension must be formally requested in writing before or during the maternity leave period, subject to approval by the GRI Club. At the end of the leave period, the membership will be automatically reactivated, ensuring the entire duration of the originally contracted membership term. The annual membership fee must be paid in full, regardless of the temporary suspension. The suspension allows the unused membership period during the leave to be used in the future; however, all payments must follow the regular schedule according to the contract.

10.5. Cancellation & Refund Policy for Event Registrations

For Regular GRI Events (Except Chairman's Retreat):

Cancellation and transfer of registrations to colleagues must be requested in writing. Transfer to colleagues is possible at any time.

If a cancellation notice is received at least three weeks before the event, a 90% refund of the registration amount will be processed. Refunds will occur within 60 days from the date of the event.

If a cancellation notice is received within three weeks of the event date, we regret to inform you that no refunds are possible. However, the ticket can still be transferred or used to join any other GRI event in the next 12 months, with due consideration of any price difference.

Dinner cancellations or no-shows will incur a penalty according to the amount stipulated in the pre-authorization payment link and are not refundable.

10.5.1 Chairmen's Retreat Ticket (not membership)

- Up to 1-year carry-forward of the total fee to the next Retreat or 100% refund if advised 45 days before the event starts.
- Up to 1-year carry-forward of 50% of the fee to the next Retreat if advised 30 days before the event starts.
- Up to 1-year carry-forward of 25% of the fee to the next Retreat if advised 12 days before the event starts.
- No refunds or carry-forwards are allowed after 11 days before the event starts.

Retreat Members participating in the Annual Reunion should make their own travel arrangements independently and book the hotel directly, requesting the "GRI" rate. Reunion fees do not include travel, lodging, or other incidental costs.

The GRI rate is unavailable through travel agents; please book the hotel directly.

Free cancellation anytime if GRI or the hotel cancels the entire Retreat.

The "GRI Chairmen's Retreat" is by invitation only. Invitations are personal and not transferable to colleagues.

10.6 Sponsorship

GRI reserves the right to determine the theme, scope, and content of all conference and club meeting programs and to vary the programs and/or their content as deemed necessary.

Sponsor/Club Partner Attendees: Only named and pre-registered members or participants may attend the conference. The non-attendance of any executive(s) will not affect your obligation to pay for the executive's place(s) booked. No persons other than those officially registered with us may attend any part of the conference. All members/delegates/sponsors must register the names of the attending delegates/sponsors at least seven days before the start of the first day of the conference.

All Club Partners/sponsors/exhibitors must adhere to the deadlines that GRI will send you to submit your company profile/data/presentations/logo for the conference packs and any branding at the conferences or meetings that may form part of this agreement.

Executives are responsible for their insurance, including, but not limited to, travel insurance, personal effects and personal insurance, vaccinations, and visas (where applicable).

Club Partners/Sponsors are responsible for producing any branding/marketing materials for the events (unless otherwise agreed) and the delivery/receipt/return of any materials to the event by the agreed deadlines.

You warrant and represent to us that the branding/marketing materials you provide will not contain anything defamatory, obscene, false, or misleading or that otherwise violates any intellectual property rights or rights of any person. Using the branding/marketing materials provided by you will not violate any applicable law or regulation.

Travel/Accommodation Arrangements: You are responsible for your flights, transfers, and accommodation arrangements, as well as the associated costs; however, please advise GRI if you require assistance or advice.

For event sponsor only: If the Sponsor wishes to cancel this agreement, a written notice must be sent to GRI, and the following cancellation charges might be applied. Cancellation charges:

- - More than 12 months before the event start date: 100% refund
- - Between 12 months and nine months before the event start date: 10% cancellation fee
- - Between 8 months and six months before the event start date: 20% cancellation fee
- - Between 5 months and three months before the event start date: 35% cancellation fee
- - Between 3 months and one month before the event start date: 50% cancellation fee
- - Less than one month before the event start date: No refund.
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If GRI cancels the event at any time, the Sponsor is entitled to a 100% refund. However, the contract for Sectoral and Club Partnership packages is non-refundable.

10.7 Program Changes

We reserve the right to determine the theme, scope, and content of the conference program and club events and to vary the program and/or its contents as deemed necessary.

10.8 Amendments to the Conditions of Sale

We reserve the right to change our website, policies, and terms and conditions, including these Conditions of Sale, at any time. You will be subject to the terms and conditions, policies and Conditions of Sale in force at the time that you order products from us, unless any changes to those terms and conditions, policies or Conditions of Sale are required to be made by the law or government authority. If any of these Conditions of Sale is deemed invalid, void, or unenforceable, that condition will be deemed severable. It will not affect the validity and enforceability of any remaining condition.

10.9 General

You, your executive/s or your agents may not transfer or assign any of the rights or obligations of this Agreement (in whole or part) without our prior consent. Any attempt to resell, assign or transfer rights without our consent will entitle us to cancel the contract without liability to you.

GRI complies with GDPR to protect your information. Our primary goal in collecting personal information from you is to give you an enjoyable, customized experience while allowing us to provide services and features that most likely meet your needs. We gather certain personal information from you, which you give us when using our Sites and/or registering or subscribing for our products and services. We also collect certain personal data from other GRI Group companies to whom you have given information through their websites.

11. Complaints Regarding Content

Contact information for complaints about content provided by our Members:

contact@griclub.org

privacy@griclub.org

We respect the intellectual property rights of others. We require that information posted by Members be accurate and not in violation of the intellectual property rights or other rights of third parties.

12. How to Contact Us:

You may contact us online for general inquiries:

contact@griclub.org

privacy@griclub.org

For legal notices or service of process, you may write to us at one of the following addresses:

USA:

1740 Broadway, 15th Floor, New York, NY 10019, USA

England:

Tallis House, 2 Tallis Street, London, EC4Y 0AB

Brazil:

Rua Gustavo Armbrust, 464, Campinas, SP, CEP 13092-106

Alameda Santos, 2477, 9º andar CJ 91, Jardim Paulista, São Paulo, SP, CEP 01419-101

Mexico:

Lago Alberto 375, Anáhuac I Secc, Miguel Hidalgo, 11320 Ciudad de México, CDMX, Mexico

Privacy Policy

Your Privacy Matters

GRI Club's mission is to connect the world's professionals to allow them to exchange experiences and develop new businesses. Central to this mission is our commitment to being transparent about the data we collect about you, how it is used and with whom it is shared.

This Privacy Policy applies when you use our Services (described below). We offer our users choices about the data we collect, use and share as described in this Privacy Policy and Cookie Policy.

Introduction

The GRI Club Products and Services platform is a social network and online platform for professionals. People use our Services to find and be found for business opportunities, to connect with others and find information. Our Privacy Policy applies to any Member or Visitor to our Services.

Our registered users ("Members") share their professional identities, engage with their network, exchange knowledge and professional insights, post and view relevant content, learn and develop skills, and find business and career opportunities. Content and data on some of our Services are viewable to non-members ("Visitors").

Services

This Privacy Policy, including our Cookie Policy, applies to your use of our Services.

This Privacy Policy applies to GRI Club.com, GRI Club-branded apps and other GRI Club-related sites, apps, communications and services ("Services"), excluding services that state that they are offered under a different privacy policy.

Data Controllers and Contracting Parties

As a Visitor or Member of our Services, the collection, use and sharing of your data is subject to this Privacy Policy and other documents referenced in this Privacy Policy, as well as updates.

Change

Changes to the Privacy Policy apply to your use of our Services after the "effective date".

GRI Club ("we" or "us") can modify this Privacy Policy. If we make material changes to it, we will provide notice through our Services or other means to allow you to review the changes before they become effective. If you object to any changes, you may close your account.

You acknowledge that your continued use of our Services after we publish or send a notice about our changes to this Privacy Policy means that the collection, use and sharing of your data is subject to the updated Privacy Policy as of its effective date.

1. Data We Collect

1.1 Data You Provide To Us

You provide data to create an account with us.

Registration

To create an account, you must provide data, including your name, email address and/or mobile number, and a password. If you register for a Premium Service or acquire any paid GRI Service, you must provide payment (e.g., credit card) and billing information.

You create your GRI Club profile (a complete profile helps you get the most from our Services).

Profile

You have choices about the information on your profile. You do not have to provide additional information on your profile; however, profile information helps you to get more from our Services, including helping potential partners and business opportunities find you. It's your choice to include sensitive information on your profile and publicise it. Please do not post or add personal data to your profile that you would not want to be publicly available.

You give other data to us, such as by syncing your address book or calendar.

Posting and Uploading:

We collect personal data from you when you provide, post or upload it to our Services, such as when you fill out a form. In the case that you opt to import your address book, we receive your contacts (including contact information that your service provider(s) or app automatically added to your address book when you communicated with addresses or numbers not already in your list).

In the case that you sync your contacts or calendars with our Services, we will collect your address book and calendar meeting information to keep growing your network by suggesting connections for you and others, and providing information about events, e.g. times, places, attendees and contacts.

You do not have to post or upload personal data, however, if you don't, it may limit your ability to grow and engage with your network over our Services.

1.2 Data From Others

Others may post or write about you.

Content and News

You and others may post content that includes information about you (as part of articles, posts, comments, and videos) on our Services. Unless you opt out, we collect public information about you, such as professional-related news and accomplishments (e.g. patents granted, professional recognition, conference speakers, projects, etc.) and make it available as part of our Services (e.g. suggestions for your profile, or notifications to others of news).

Others may sync their contacts or calendars with our Services.

Contact and Calendar Information

We receive personal data (including contact information) about you when others import or sync their contacts or calendar with our Services, associate their contacts with Member profiles, scan and upload business cards, or send messages using our Services (including invites or favourites requests). If you or others opt-in to sync email accounts with our Services, we will collect "email header" information that we can associate with Member profiles.

Customers and partners may provide data to us.

1.3 Service Use

We log your visits and use of our Services, including mobile apps.

We log usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content or ads, perform a search, install or update one of our mobile apps, share articles or apply for jobs. We use log-ins, cookies, device information, and internet protocol ("IP") addresses to identify you and log your use.

1.4 Cookies and Similar Technologies

We collect data through cookies and similar technologies.

As further described in our Cookie Policy, we use cookies and similar technologies (e.g., pixels and ad tags) to collect data (e.g., device IDs) to recognise you and your device(s) on, off and across different services and devices where you have engaged with our Services. We also allow others to use cookies as described in our Cookie Policy. We also collect (or rely on others who collect) information about your device where you have not engaged with our Services (e.g., ad ID, IP address, operating system and browser information) so we can provide our Members with relevant ads and better understand their effectiveness. You can opt out of our use of data from cookies and similar technologies that track your behaviour on the sites of others for ad targeting and other ad-related purposes.

1.5 Your Device and Location

We receive data from your devices and networks, including location data.

When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier). If you use our Services from a mobile device, that device will send us data about your location based on your phone settings. We will ask you to opt in before we use GPS or other tools to identify your precise location.

1.6 Messages

If you communicate through our Services, we learn about that.

We collect information about you when you send, receive, or engage with messages in connection with our Services. For example, if you get a connection request, we track whether you have acted on it and will send you reminders. We also use automatic scanning technology on messages to support and protect our site. For example, we use this technology to suggest possible responses to messages and to manage or block content that violates our User Agreement or Professional Community Policies from our Services.

1.7 Workplace and Employer-Provided Information

When your organisation (e.g., employer) buys a premium Service for you to use, they give us data about you.

Others buying our Services for your use, such as your employer, provide us with personal data about you and your eligibility to use the Services they purchase for their workers. For example, we may receive contact information from "Company Page" administrators when they authorise other users to our Premium Services, such as our recruitment services or events.

1.8 Sites and Services of Others

We get data when you visit sites that include our ads, cookies or some of our plugins, or when you log in to others' services with your GRI Club account.

We receive information about your visits and interaction with services provided by others when you log in with GRI Club or visit others' services that include some of our plugins (such as "Apply with GRI Club"), or our ads, cookies or similar technologies.

1.9 Other

We are improving our Services, which means we get new data and create new ways to use data.

Our Services are dynamic, and we often introduce new features, which may require collecting new information. If we collect materially different personal data or materially change how we collect, use or share your data, we will notify you and may also modify this Privacy Policy.

2. How We Use Your Data:

We use your data to provide, support, personalise and develop our Services.

How we use your data will depend on which Services you use, how you use those Services and the choices you make in your settings. We use the data we have about you to provide and personalise our Services, including with the help of automated systems and inferences we make so that our Services (including ads) can be more relevant and useful to you and others.

2.1 Services

Our Services help you connect with others, find others and be found by others for work and business opportunities, stay informed, access training and be more productive.

We use your data to authorise access to our Services and honour your settings.

Stay Connected

Our Services allow you to stay in touch and up to date with colleagues, partners, clients, and other professional contacts. To do so, you can "favourite" certain professionals and others can also "favourite" you. Subject to both your and their settings, when you connect with other Members, you can search each others' connections to exchange professional opportunities.

We use data about you (such as your profile, profiles you have viewed, or data provided through address book uploads or partner integrations) to help others find your profile, suggest connections for you and others (e.g. Members who share your contacts or job experiences) and enable you to invite others to become a Member and connect with you. You can also opt-in to allow us to use your precise location or proximity to others for certain tasks (e.g., suggest other nearby Members to connect with, calculate the commute to a new job, or notify your connections that you are at a professional event).

Whether you invite someone to our Services, send a connection request, or allow another Member to become your connection is your choice. Inviting someone to connect with you will include your network and basic profile information (e.g., name, profile photo, job title, region). We will send invitation reminders to the person you invited.

Stay Informed

Our Services allow you to stay informed about news, events and ideas regarding professional topics you care about and professionals you respect. Our Services also allow you to improve or learn new professional

skills. We use the data we have about you (e.g., data you provide, data we collect from your engagement with our Services and inferences we make from the data we have about you) to personalise our Services for you, such as by recommending or ranking relevant content and conversations on our Services. We also use our data about you to suggest skills you could add to your profile and skills you might need to pursue your next opportunity. In the case that you let us know that you are interested in an area or country for investment, we will use this information to personalise content in your feed, suggest that you follow certain members on our site, or suggest related learning content to help you towards that new skill. We use your content, activity and other data, including your name and photo, to notify your network and others. For example, subject to your settings, we may notify others that you have updated your profile, posted content, taken a social action, used a feature, made new connections or been mentioned in the news.

Productivity:

Our Services allow you to collaborate with colleagues and search for potential clients, customers, partners and others to do business with. Our Services allow you to communicate with other Members and schedule and prepare meetings with them. If your settings allow, we scan messages to provide “bots” or tools that facilitate tasks such as scheduling meetings, drafting responses, summarising messages or recommending the next steps.

2.2 Premium Services

Our premium Services help paying users to search for and contact Members through our Services, such as searching for and contacting potential business partners and headhunting.

We sell premium Services that provide our customers and subscribers with a customised matchmaking algorithm and tools (including messaging and activity alerts) as part of our business solutions. Customers can export limited information from their profile, such as name, headline, current company, current title, and general location (e.g., Dublin), to manage business searches unless they opt-out. We do not provide contact information to customers as part of these premium Services without your consent.

2.3 Communications

We contact you and enable communications between Members. We offer settings to control what messages you receive and how often you receive some types of messages.

We will contact you through email, phone, notices posted on our websites or apps, messages to your GRI Club Platform inbox, and through our Services, including text messages and push notifications. We will send you messages about the availability of our Services, security, or other service-related issues. We also send messages about how to use our Services, network updates, reminders, job suggestions and promotional messages from us and our partners. You may change your communication preferences at any time. Please be aware that you cannot opt out of receiving service messages from us, including security and legal notices.

We also enable communications between you and others through our Services, including invitations and messages between connections.

2.4 Advertising

We serve you tailored ads both on and off our Services. We offer you choices regarding personalised ads, but you cannot opt out of seeing other ads.

We target (and measure the performance of) ads to Members, Visitors and others both on and off our Services directly or through a variety of partners, using the following data, whether separately or combined:

- Data from advertising technologies on and off our Services, pixels, ad tags, cookies, and device identifiers;
- Member-provided information (e.g., profile, contact information, title and industry);
- Data from your use of our Services (e.g., search history, feed, content you read, who you follow or follows you, connections, group participation, page visits, videos you watch, ad clicks, etc.), including as described in Section 1.3;
- Information from advertising partners, vendors and publishers; and
- Information inferred from data described above (e.g., using job titles from a profile to infer industry, seniority, and compensation bracket; using graduation dates to infer age or using first names or pronoun usage to infer gender; using your feed activity to infer your interests, or using device data to recognize you as a Member).

We will show you ads called sponsored content that look similar to non-sponsored content, except that they are labelled as advertising (e.g., as “ad” or “sponsored”). If you take a social action (like, comment or share) on these ads, your action is associated with your name and viewable by others, including the advertiser. Subject to your settings, if you take a social action on the GRI Club Services, that action may be mentioned with related ads.

Ad Choices

We adhere to self-regulatory principles for interest-based advertising and participate in industry opt-outs from such ads. This self-regulation does not prevent you from receiving advertising; you will continue to get other ads from advertisers not listed with these self-regulatory tools.

Info to Ad Providers

We do not share your data with any third-party advertisers or ad networks except for (i) hashed IDs or device identifiers (to the extent they are personal data in some countries); (ii) with your separate permission (e.g., in a lead generation form); or (iii) data already visible to any user of the Services (e.g., profile). However, if you view or click on an ad on or off our Services, the ad provider will be notified that someone visited the page that displayed the ad, and they may, through the use of cookies, determine it is you. Advertising partners can associate personal data collected by the advertiser directly from you with hashed IDs or device identifiers received from us. In such instances, we seek to contractually require such advertising partners to obtain your explicit opt-in consent before doing so.

2.5 Marketing

We promote our Services to you and others.

In addition to advertising our Services, we use Members’ data and content for invitations and communications promoting membership and network growth, engagement and our Services, such as by showing your connections that you have used a feature on our Services.

2.6 Developing Services and Research

We develop our Services and conduct research.

Service Development

We use data, including public feedback, to conduct research and development for our Services to provide you and others with a better, more intuitive and personalised experience, drive membership growth and engagement on our Services, and help connect professionals with each other and with economic opportunities.

Other Research

We seek to create economic opportunities for global real estate and infrastructure members and help them be more productive and successful. We use the member's data to research social, economic and other future trends, such as asset prices, technologies impacting the sectors, job availability and skills needed for these jobs and policies that help to match opportunities in various countries. Sometimes, we work with trusted third parties to perform this research under controls designed to protect your privacy. We publish or allow others to publish economic insights presented as aggregated rather than personal data.

Surveys

We and others conduct polls and surveys through our Services. You are not obligated to respond to polls or surveys and have choices about the information you provide.

2.7 Customer Support

We use data to help you and fix problems.

We use data (which can include your communications) to investigate, respond to and resolve complaints, and for Service issues (e.g., bugs).

2.8 Insights That Do Not Identify You

We use data to generate insights that do not identify you.

We use your data to produce and share insights that do not identify you. For example, we may use your data to generate statistics about our members, their profession or industry, calculate ad impressions served or clicked on, publish visitor demographics for a Service, or create demographic workforce insights.

2.9 Security and Investigations

We use data for security, fraud prevention and investigations.

We use your data (including your communications) for security purposes or to prevent or investigate possible fraud or violations of our User Agreement and/or attempts to harm our Members, Visitors or others.

3. How We Share Information

3.1 Our Services

Any data that you include on your profile and any content you post or social actions you take (e.g., events attended, likes, follows, comments, shares) on our Services will be seen by other members.

Profile

Your profile is visible to all Members and customers of our Services. Subject to your settings, it can also be visible to others on or off our Services (e.g., Visitors to our Services or users of third-party search engines).

Posts, Likes, Follows, Comments, Messages:

Our Services allow viewing and sharing information through posts, likes, follows and comments.

When you publicly share an article or a post (e.g., an update, image, video or article), it can be viewed by everyone and re-shared anywhere. Members, Visitors and others will be able to find and see your publicly shared content, including your name (and photo if you have provided one). In a group, posts are visible to others in the group. Your membership in groups is public and part of your profile.

Any information you share through companies' or other organisations' pages on our Services will be viewable by said companies and organisations, and others who visit those pages.

When you follow a person or organisation, you are visible to others and that "page owner" as a follower.

We let senders know when you act on their message.

We let a Member know when you view their profile.

When you like, re-share or comment on another's content (including ads), others will be able to view these "social actions" and associate them with you (e.g., your name, profile and photo if you provided it).

Your employer can see how you use the Services they provide for your work and related information. We will not show them your searches or personal messages.

Enterprise Accounts:

Your employer may offer you access to our enterprise Services. Your employer can review and manage your use of such enterprise Services.

Depending on the enterprise Service, before you use such Service, we will ask your permission to share relevant data from your profile or use of our non-enterprise Services with your employer. We understand that certain activities, such as job hunting and personal messages, are sensitive, so we do not share those with your employer unless you share them through our Services.

3.2 Communication Archive

Regulated Members may need to store communications outside our Service.

Some Members (or their employers) need, for legal or professional compliance, to archive their communications and social media activity and will use the services of others to provide these archival services. We enable the archiving of messages by and to those Members outside our Services. For example, a financial advisor needs to archive communications with their clients through our Services to maintain their professional financial advisor licence.

3.3 Other Services

You may link your account with other services so that they can look up your contacts' profiles, post your shares on their platforms, or enable you to start conversations with your connections on their platforms. Excerpts from your profile will also appear on these other services.

Subject to your settings, other services may look up your profile. When you link your account with other services, personal data will become available to them. The sharing and use of personal data will be described in, or linked to, a consent screen when you link the accounts. For example, you may link your LinkedIn or GSuit account to access our platform. Third-party services have privacy policies, and you may permit them to use your data in ways we would not.

Excerpts from your profile will appear on the other services. "Old" profile information remains on these services until they update their data cache with changes you made to your profile.

3.4 Related Services

We share your data across our different Services and GRI Club-affiliated entities.

We will share your data with our affiliates to provide and develop our Services. We may combine information internally across the different Services covered by this Privacy Policy to help our Services be

more relevant and useful to you and others. For example, we may personalise your feed or meeting recommendations based on our learning history.

3.5 Service Providers

We may use others to help us with our Services.

We use others to help us provide our Services (e.g., maintenance, analysis, audit, payments, fraud detection, marketing and development). They will have access to your information as reasonably necessary to perform these tasks on our behalf and are obligated not to disclose or use it for other purposes.

3.6 Legal Disclosures

We may need to share your data when we believe it's required by law or to help protect the rights and safety of you, us or others.

We may need to disclose information about you when required by law, subpoena, or other legal process or if we have a good faith belief that disclosure is reasonably necessary to (1) investigate, prevent or take action regarding suspected or actual illegal activities or to assist government enforcement agencies; (2) enforce our agreements with you; (3) investigate and defend ourselves against any third-party claims or allegations; (4) protect the security or integrity of our Services (such as by sharing with companies facing similar threats); or (5) exercise or protect the rights and safety of GRI Club, our Members, personnel or others.

We attempt to notify Members about legal demands for their data when appropriate in our judgement unless prohibited by law or court order, or when the request is an emergency. We may dispute such demands when we believe, in our discretion, that the requests are overbroad, vague or lack proper authority, but we do not promise to challenge every demand.

3.7 Change in Control or Sale

We may share your data when our business is sold to others, but it must continue to be used under these Terms and conditions.

We can also share your data as part of a sale, merger or change in control or in preparation for any of these events. Any other entity which buys us or part of our business will have the right to continue to use your data, but only in the manner set out in this Privacy Policy unless you agree otherwise.

4. Your Choices & Obligations

4.1 Data Retention

We keep most of your data for as long as your account is open.

We generally retain your data as long as you keep your account open or as needed to provide you with Services. This includes data you or others provided to us and data generated or inferred from your use of our Services.

4.2 Rights to Access and Control Your Data

You can access or delete your data. You have many choices about how your data is collected, used and shared.

We provide many choices about the collection, use and sharing of your data, from deleting or correcting data you include in your profile and controlling the visibility of your posts, to advertising opt-outs and communication controls. We offer you settings to control and manage the personal data we have about you.

For personal data we have about you, you can:

- **Delete Data:** You can ask us to erase or delete all or some of your data (e.g. if it is no longer necessary to provide Services to you).
- **Change or Correct Data:** You can edit some of your personal data through your account. You can also ask us to change, update or fix your data in certain cases, particularly if it's inaccurate.
- **Object to, or Limit or Restrict, Use of Data:** You can ask us to stop using all or some of your data (e.g., if we have no legal right to keep using it) or to limit our use of it (e.g. if your data is inaccurate or unlawfully held).
- **Right to Access and/or Take Your Data:** You can ask us for a copy of your personal data and can ask for a copy of the personal data you provided in machine-readable form.

4.3 Account Closure

We keep some of your data even after you close your account.

If you inform us that you would like to close your GRI Club account, your personal data will generally stop being visible to others on our Services within 48 hours. We generally delete closed account information within 30 days of account closure, except as noted below.

We retain your personal data even after you have closed your account if reasonably necessary to comply with our legal obligations (including law enforcement requests), meet regulatory requirements, resolve disputes, maintain security, prevent fraud and abuse, enforce our User Agreement, or fulfil your request to "unsubscribe" from further messages from us. We will retain depersonalised information after your account has been closed.

Information you have shared with others (e.g., through messages, updates or group posts) will remain visible after you close your account or delete the information from your own profile or mailbox, and we do not control data that other Members have copied out of our Services. Group content and ratings or review content associated with closed accounts will show an unknown user as the source. Your profile may continue to be displayed in the services of others (e.g., search engine results) until they refresh their cache.

5. Other Important Information

5.1. Security

We monitor and try to prevent security breaches. Please use the security features available through our Services.

We implement security safeguards designed to protect your data, such as HTTPS. We regularly monitor our systems for possible vulnerabilities and attacks. However, we cannot warrant the security of any information that you send us. There is no guarantee that data may not be accessed, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards.

5.2. Cross-Border Data Transfers

We store and use your data outside your country.

We process data inside and outside the United Kingdom and rely on legally-provided mechanisms to lawfully transfer data across borders. Countries where we process data may have laws different from, and potentially not as protective as, the laws of your own country.

5.3 Lawful Bases for Processing

We have lawful bases to collect, use and share data about you. You have choices about our use of your data.

At any time, you can withdraw your consent by emailing us at privacy@griclub.org

We will only collect and process your data where we have lawful bases. Lawful bases include consent (where you have given consent), contract (where processing is necessary for the performance of a contract with you (e.g., to deliver the GRI Club Services you have requested) and “legitimate interests.”

Where we rely on your consent to process personal data, you have the right to withdraw or decline your consent at any time, and where we rely on legitimate interests, you have the right to object.

5.4. Direct Marketing and Do Not Track Signals

Our statements regarding direct marketing and “do not track” signals.

We currently do not share personal data with third parties for their direct marketing purposes without your permission.

5.5. Contact Information

You can contact us or use other options to resolve any complaints.

If you have questions or complaints regarding this Policy, please contact GRI Club online.

Cookies Policy

At GRI Club, we believe in being clear and open about how we collect and use data related to you. This Cookie Policy applies to any GRI Club product or service that links to this policy or incorporates it by reference. We use cookies and similar technologies to collect and use data as part of our Services as defined in our Privacy Policy (“Services”), including our sites, communications, mobile applications and off-site Services. In the spirit of transparency, this policy provides detailed information about how and when we use these technologies.

By continuing to visit or use our Services, you agree to use cookies and similar technologies for the purposes described in this policy.

What technologies are used?

Type of technology	Description
<hr/>	

Cookies

A cookie is a small file placed onto your device that enables GRI Club features and functionality. Any browser visiting our sites may receive cookies from us or cookies from third parties such as our customers, partners or service providers. We or third parties may also place cookies in your browser when you visit non-GRI Club sites that display ads or tags.

We use two types of cookies: persistent cookies and session cookies. A persistent cookie may help us recognise you as an existing user, so it's easier to return to GRI Club or interact with our Services without signing in again. A persistent cookie stays in your browser and will be read by GRI Club when you return to one of our sites or a partner site that uses our Services. Session cookies last only as long as the session (usually the current visit to a website or a browser session).

Pixels

A pixel is a tiny image that may be found within web pages and emails, requiring a call (which provides device and visit information) to our servers in order for the pixel to be rendered in those web pages and emails. We use pixels to learn more about your interactions with email content or web content, such as whether you interacted with ads or posts. Pixels can also enable us and third parties to place cookies on your browser.

Local storage

Local storage enables a website or application to store information locally on your device(s). Local storage may be used to improve the GRI Club experience, for example, by enabling features, remembering your preferences and speeding up site functionality.

Other similar technologies

We also use other tracking technologies, such as mobile advertising IDs and tags for similar purposes as described in this Cookie Policy. References to similar technologies in this policy include pixels, local storage, and other tracking technologies.

Our cookies and similar technologies are used as part of our Services. Please note that the names of cookies and similar technologies may change over time.

What are these technologies used for?

Below we describe the purposes for which we use these technologies.

Purpose**Description**

Authentication

We use cookies and similar technologies to recognize you when you visit our Services.

If you're signed into the GRI Club Platform, these technologies help us show you the right information and personalise your experience in line with your settings. For example, cookies enable GRI Club to identify you and verify your account.

Security

We use cookies and similar technologies to make your interactions with our Services faster and more secure.

For example, we use cookies to enable and support our security features, keep your account safe and to help us detect malicious activity and violations of our User Agreement.

Preferences, features and services

We use cookies and similar technologies to enable the functionality of our Services, such as helping you to fill out forms on our Services more easily and providing you with features, insights and customised content in conjunction with our plugins. We also use these technologies to remember information about your browser and your preferences.

For example, cookies can tell us which language you prefer and what your communication preferences are. We may also use local storage to speed up site functionality.

	We use cookies and similar technologies to customise your experience on our Services.
Customised content	For example, we may use cookies to remember previous searches so that when you return to our services, we can offer additional information that relates to your previous search.

We use cookies and similar technologies to enable GRI Club Products and Services plugins both on and off the GRI Club sites.

Advertising

Cookies and similar technologies help us show relevant advertising to you more effectively, both on and off our Services and to measure the performance of such ads. We use these technologies to learn whether content has been shown to you or whether someone who was presented with an ad later came back and took an action (e.g., downloaded a white paper or made a purchase) on another site. Similarly, our partners or service providers may use these technologies to determine whether we've shown an ad or a post and how it performed, or provide us with information about how you interact with ads.

We may also work with our customers and partners to show you an ad on or off GRI Club, such as after you've visited a customer's or partner's site or application. These technologies help us to provide aggregated information to our customers and partners.

**Performance,
analytics and research**

Cookies and similar technologies help us learn more about how well our Services and plugins perform in different locations.

We or our service providers use these technologies to understand, improve, and research products, features and services, including as you navigate through our sites or when you access GRI Club from other sites, applications or devices. We, or our service providers, use these technologies to determine and measure the performance of ads or posts on and off GRI Club and to learn whether you have interacted with our websites, content or emails and provide analytics based on those interactions.

We also use these technologies to provide aggregated information to our customers and partners as part of our Services.

If you are a GRI Club member but logged out of your account on a browser, GRI Club may still continue to log your interaction with our services on that browser for up to 30 days in order to generate usage analytics for our Services. We may share these analytics in aggregate form with our customers.

What is Do Not Track (DNT)?

DNT is a concept that has been promoted by regulatory agencies such as the U.S. Federal Trade Commission (FTC), for the Internet industry to develop and implement a mechanism for allowing Internet users to control the tracking of their online activities across websites by using browser settings. As such, GRI Club does not generally respond to “do not track” signals.

Other helpful resources

We adhere to self-regulatory principles for interest-based advertising and participate in industry opt-outs from such ads. This does not opt you out of receiving advertising altogether. You will continue to receive other ads from advertisers not listed with these self-regulatory tools or you may receive ads that are not personalised to you.