

Privacy Policy

May 25, 2018

This policy explains what information we collect when you use & Co.'s sites, services, mobile applications, products, and content ("Services"). It also has information about how we store, use, transfer, and delete that information. Our aim is not just to comply with EU GDPR privacy law. It's to earn your trust.

Information we collect & how we use it

& Co. doesn't make money from ads. So, we don't collect data in order to advertise to you. The tracking we do at & Co. is to make our product work as well as possible.

/ In order to give you the best possible experience using & Co.'s Services, we collect information from your interactions with our network. Some of this information, you actively tell us (such as your email address, which we use to track your account or communicate with you). Other information, we collect based on actions you take while using & Co.'s Services, such as what pages you access and your interactions with our product features (like highlights, follows, and applause). This information includes records of those interactions, your Internet Protocol address, information about your device (such as device or browser type), and referral information.

We use this information to:

- provide, test, improve, promote and personalize & Co.'s Services
- fight spam and other forms of abuse
- generate aggregate, non-identifying information about how people use & Co.'s Services

We will never publish through your third-party account without your permission.

Information Disclosure

& Co. won't transfer information about you to third parties for the purpose of providing or facilitating third-party advertising to you. We won't sell information about you.

We may share your account information with third parties in some circumstances, including: (1) with your consent; (2) to a service provider or partner who meets our data protection standards; (3) with academic or non-profit researchers, with aggregation, anonymization, or pseudonymizing; (4) when we have a good faith belief it is required by law, such as pursuant to a subpoena or other legal process; (5) when we have a good faith belief that doing so will help prevent imminent harm to someone.

If we are going to share your information in response to legal process, we'll give you notice so you can challenge it (for example by seeking court intervention), unless we're prohibited by law or believe doing so may endanger others. We will object to requests for information about users of our services that we believe are improper.

Data Storage

& Co. uses third-party vendors and hosting partners, such as Microsoft, Google & redweb.dk for hardware, software, networking, storage, and related technology we need to run & Co.'s Services. We maintain two types of logs: server logs and event logs. By using & Co.'s Services, you authorize & Co. to transfer, store, and use your information in the EU/EEU and any other country where we operate in.

Third-Party Embeds

Some of the content that you see displayed on & Co.'s Services is not hosted by & Co. These “embeds” are hosted by a third-party and embedded in & Co.'s Services. For example: YouTube or Vimeo videos, Imgur or Giphy gifs, SoundCloud audio files, Twitter tweets, GitHub code, or Scribd documents that appear within a & Co. post. These files send data to the hosted site just as if you were visiting that site directly (for example, when you load a & Co. post page with a YouTube video embedded in it, YouTube receives data about your activity). We use social media like, twitter, Facebook, LinkedIn and Instagram.

& Co.'s does not control what data third parties collect in cases like this, or what they will do with it. So, third-party embeds on & Co.'s Services are not covered by this privacy policy. They are covered by the privacy policy of the third-party service.

Some embeds may ask you for personal information, such as your email address, through a form. We do our best to keep bad actors off of & Co.'s Services. However, if you choose to submit your information to a third party this way, we don't know what they may do with it. As explained above, their actions are not covered by this Privacy Policy. So, please be careful when you see embedded forms on & Co.'s Services asking for your email address or any other personal information. Make sure you understand who you are submitting your information to and what they say they plan to do with it. We suggest that you do not submit personal information to any third-party through an embedded form.

If you embed a form that allows submission of personal information by users, you must provide near the embedded form a prominent link to an applicable Privacy Policy that clearly states how to you intend to

use any information collected. Failure to do so may lead & Co. to disable the post or take other action to limit or disable your account.

Tracking & Cookies Policy

At & Co. we intend to give you as much control as possible over your personal information and to us it is important that you feel comfortable in visiting our web sites. There are times however when we may need information from you.

If you give us personal information in order to receive information in return from us, for instance through our 3rd parties or general information regarding & Co. - we collect and store that information in a database for marketing and optimizing of our webpage purposes. This information enables us to fulfil your information request. If you review or download information, we track the visit. That information is helpful, amongst other things, to provide you with tailored information and to give us information about which part of the site is frequented. The stored information will be used to improve the utility of the site, e.g. to help with quick logins on the user's favorite sites and to differentiate between users and their individual data sets. At & Co. we primary use technical cookies.

Use of cookies by the & Co.

Cookies are small text files that are placed on your computer by websites that you visit. They are widely used in order to make websites work, or work more efficiently, as well as to provide information to the owners of the site.

Andco.dk – does not use cookies

How do I change my cookie settings?

Most web browsers allow some control of most cookies through the browser settings. To find out more about cookies, including how to see what cookies have been set, visit www.aboutcookies.org or www.allaboutcookies.org.

Find out how to manage cookies on popular browsers:

- Google Chrome
- Microsoft Edge
- Mozilla Firefox
- Microsoft Internet Explorer
- Opera
- Apple Safari

To find information relating to other browsers, visit the browser developer's website.

To opt out of being tracked by Google Analytics across all websites, visit <http://tools.google.com/dlpage/gaoptout>.

Modifying or Deleting Your Personal Information

If you have a & Co. e-mail newsletter account, you can access, modify or export your personal information, or delete your account,

To protect information from accidental or malicious destruction, we may maintain residual copies for a brief time period. But, if you delete your e-mail account, your information and content will be unrecoverable after that time. & Co. may preserve and maintain copies of your information when required to do so by law.

Data Security

We use encryption (HTTPS/TLS) to protect data transmitted to and from our site. However, no data transmission over the Internet is 100% secure, so we can't guarantee security. You use the Service at your own risk, and you're responsible for taking reasonable measures to secure your interaction with & Co.

Business Transfers

If we are involved in a merger, acquisition, bankruptcy, reorganization or sale of assets such that your information would be transferred or become subject to a different privacy policy, we'll notify you in advance so you can opt out of any such new policy by deleting your account before transfer.

Email from & Co.

Sometimes we'll send you emails to your e-mail account for newsletter, service changes or new policies. You can't opt out of this type of "transactional" email (unless you delete your account). But, you can opt out of non-administrative emails such as, newsletters, by contacting gdpr@andco.com or opt out in the resent e-mail you received.

When you interact with an email sent from & Co.'s Services (such as opening an email or clicking on a particular link in an email), we may receive information about that interaction. We won't email you to ask for your password or other account information. If you receive such an email, please send it to us so we can investigate.

Changes to this Policy

& Co. may periodically update this Policy. We'll notify you about significant changes to it. The most current version of the policy will always be [here](#):

<http://www.andco.dk/persondata>

Questions

We welcome feedback about this policy at gdpr@andco.com.

Data Protection Statement for European Union Users

Description of Processing Activity

& Co.'s Services collects and stores personal information about its users to customize their reading experience and enable personalized distribution of content on our website. It shares minimal data with its service providers.

Purposes of Processing

- Provide, test, promote, and improve the services of our website
- Gather usage statistics of services
- Provide customized reading experience
- Fight spam, fraud, and other abuse of services

Legal Bases

& Co. also pursues its legitimate interests by collecting minimal data of users to provide the services, as outlined above.

Where & Co.'s Services collects and stores personal data about non-users, it does so under performance of contract obligations with users who use the services on web sites hosted by & Co. In such cases, users authoring such content containing personal data of third parties are responsible for that content. & Co. will consider related complaints in compliance with the General Data Protection Regulation's rights of the data subject, as well as rights of expression and access to information.

Categories of Personal Data Collected

Logged out users

- Reading histor
- IP address
- Browser information
- DNT status

Logged in users from 3 parties

- Username
- Display name
- Bio
- Avatar image
- Email address (non-public)
- Session activity (security)
- Linked social media accounts (optional)
- IP address
- Browser information
- Reading history
- Network interactions (recommends, follows, etc.)
- Posts, responses, or series published by user

Categories of Recipients

& Co. shares minimal personal data with third-party processors in order to provide the Services. These processors offer at least the

same level of data protection as that set out in this statement. This includes the following categories of recipients:

- Hosting, Storage, & Other Infrastructure
- Security

Analytics

- Communication & Support

Embedded Content

& Co.'s posts may contain third-party embeds, which may in some cases collect and store personal data. The use of personal data by embedded content providers is not covered by this statement, but by the privacy policies of those sites or services. We use social media like, twitter, Facebook, LinkedIn and Instagram.

Cross-border Transfers

& Co.'s Services is hosted in the EU. By using & Co.'s Services, you authorize & Co. to transfer, store, and use your information in the EU/EEU and any other country where we operate. Where your data is disclosed to our processors, it is subject by contract to at least the same level of data protection as that set out in this statement.

Rights of Data Subjects

1. You may object at any time to the use of your personal data by contacting gdpr@andco.com If your complaint relates to alleged misuse of your personal data by a third party, it may result in suspension of that post or account in keeping with relevant law, public interest, our contractual obligations, and the rights of expression and access to information of others.
2. You may at any time lodge a complaint regarding the processing of your personal data by & Co. with the Supervisory Authority of your EU member state.

Contact Information

& Co.

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