



Privacy Policy

This Privacy Policy applies to Teal and Co. Inc.'s (Teal) website, <https://tealandco.com>, (the "Site") and describes how Teal and Co. collects, uses, maintains and discloses the personal information you provide. It also describes the choices available to you regarding the use of, your access to, and how to update and correct your personal information.

Teal and Co. is committed to safeguarding your privacy while visiting the Site. Our goal is to provide you with a digital experience that delivers the information, resources and services that are most relevant to your business requirements. To achieve this goal, part of the operation of the Site includes the gathering of certain types of information about Site users. Because we understand that your privacy is important, we wish to explain the types of information we gather and the way in which we use it.

Collection of Information

This Privacy Policy covers two types of information gathered at the Site, personal and passively collected information. The term "personal information" refers to data you voluntarily provide in connection with use of the Site that identifies you and/or the company on whose behalf you are accessing and using the Site.

Personal information includes but may not be limited to data submitted in connection with the Services, such as your name, e-mail address, phone number, company affiliation, and/or certain other personal information. The term "Passively-collected Data" refers to general information regarding visitors and users of the Site that relates to use of the Site, e.g., traffic patterns, number of visits to certain pages, visits from other web sites or to third-party web sites linked to the Site, use of particular services and interest in services, information or features of the Site or other parties made available through or found at the Site.

Use of Information

We use the personal information you provide to provide services to you, assess the needs of your business to determine suitable services, send you requested service information, send you updates, and respond to your customer service requests. Teal and Co. is interested in continually improving the Site and may develop and offer new features and services. We monitor Passively collected Data regarding use of the Site for marketing purposes and to study, improve and promote use of the Site. In connection with such purposes, Teal and Co. may share Passively collected Data with third parties in aggregate and in an anonymous way. Disclosure of Aggregated Data does not reveal personal information about individual Site users in any way that identifies who they are or how to contact them.

Please note that there are circumstances where the use or disclosure of personal information may be justified or permitted or where Teal and Co. is obliged to disclose information without consent. Such circumstances include:

- Where Teal believes in good faith that the law requires it
- Where Teal believes, upon reasonable grounds, that it is necessary to protect the rights, privacy safety or property of an identifiable person or group
- Where it is necessary to protect the rights or property of Teal and Co. and collect any money owing
- Where the information is public

Where obliged or permitted to disclose information without consent, Teal will not disclose more information than is required. Teal does not sell or otherwise disclose to third parties any personal information that it has obtained.

Access and Choice

We take the utmost care to ensure that the personal information we obtain from you is not used in a way that you may be unaware of or not agreeable to. You may wish to submit an information request about one of our Services, participate in one of our promotions or subscribe to our e-mail lists. In response, we may ask for information such as your name and telephone number. We do not sell, rent or share any of your personal information with any other party including any third-party joint promoters, nor use it for unapproved commercial purposes. You may request to be removed from our lists at any time. All emails distributed to our lists will contain easy, online access to unsubscribe.

In some instances, you may have received a unique client ID and created a password in order to use the secure portions of Teal and Co.'s corporate website or software. You are requested and it is expected that you do not to divulge your client ID or password to anyone other than Teal personnel and then only for the purpose of permitting them to provide the Services to you.

Upon request and if technologically possible, Teal will provide you with information about whether we hold any of your personal information. If your personal information changes, or if you no longer desire our service, you may correct, update, delete/remove it by emailing us at info@tealandco.com. We will respond to your request to access within a reasonable timeframe.

Use of Tracking Technologies

Technologies such as cookies, beacons, scripts, tags, and other similar technologies are used by Teal and Co. and our marketing partners, affiliates or analytics or service providers. These technologies are used in analyzing trends, administering the website, tracking users' movements around the site, and gathering demographic information about our user base as a whole. We may receive reports based on the use of these technologies by these companies on an individual and aggregated basis. Various browsers may offer their own management tools for removing these types of tracking technologies.

To enable features at the Site, Teal may assign one or more "cookies" to your Internet browser. Cookies, among other things, speed navigation through our Site, keep track of information so that you do not have to re-enter it each time you visit our Site, and may provide you with customized content. A cookie is an internet mechanism composed of a small text file containing a unique identification number that permits a web server to send small pieces of information or text by means of your browser and place them on your computer's hard drive for storage. This text lets the web server know if you have previously visited the web page. Cookies by themselves cannot be used to find out the identity of any user.

As is true of most websites, we gather certain information automatically and store it in log files. This information may include internet protocol (IP) addresses, browser type, internet service provider (ISP), referring/exit pages, operating system, date/time stamp, and/or clickstream data. We do not link this automatically collected data to other information we collect about you.

We also partner with a third party to manage our advertising on other sites. Our third-party partner may use technologies such as cookies to gather information about your activities on this website and other sites in order to provide you advertising based upon your browsing activities and interests.

**Security**

The security of your personal information is important to us. We follow generally accepted standards to protect the personal information submitted to us, both during transmission and once it is received.

Policy Modification

We may update this Privacy Policy to reflect changes to our information practices and encourage you to periodically review this page for the latest information on our privacy practices.

You can contact us by sending an email to info@tealandco.com if you have any questions regarding this Privacy Policy.