

Privacy notice

Purpose statement

Data management and compliance with data protection legislation is managed centrally by Metamorph Group Services Limited, all Group companies adopt the centralised procedures upon being acquired by the Metamorph Group with the exception of Metamorph Financial Management and Quality Solicitors.

This privacy notice contains important information on who we are and how and why we collect, store, use and share your personal data. It also explains data subjects' rights in relation to your personal data and how to contact us or supervisory authorities in the event you have a complaint.

Key terms

We, us, our	Metamorph Group Limited ("the Group") and all companies within the Group unless excluded in the purpose statement above; For more information, along with our ICO registration numbers, see our legal and regulatory statement ;
Data controller	The Data Controller will be the company you have contracted with for the purpose of the service we provide to you or the employer named in your contract/recruiting the position;
Data processor	Metamorph Group Services Limited will act as a processor in relation to data for the purposes of compliance, finance IT, marketing and operational services;
Personal data	Any information relating to an identified or identifiable individual, it does not include any data which has been anonymised;
Special category personal data	Personal data revealing racial or ethnic origin, political opinions, religious beliefs, philosophical beliefs or trade union membership, genetic and biometric data (when processed to uniquely identify an individual), data concerning health, sex life or sexual orientation;
Data subject	The individual who the personal data relates to.

Data principles

As a data controller, we are responsible for the personal data that we collect, process and hold, in order to demonstrate our responsibility for personal data and our compliance with data protection legislation all data will be:

- Processed lawfully, fairly and in a transparent manner;
- Collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes;
- Adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;
- Accurate and, where necessary, kept up to date; every reasonable step will be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;
- Kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed;
- Processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

Collection and use of personal information

Personal data, or personal information, means any information about an individual from which that person can be identified. It does not include data where the identity has been removed (anonymous data). Collection and use of personal information differs depending on our relationship with you.

When we use your personal information we are required to have a legal basis for doing so. There are various different legal bases on which we may rely, depending on what personal information we process and why. The legal bases we rely on include:

Consent: where you have given us clear consent for us to process your personal information for a specific purpose.

Contract: where our use of your personal information is necessary for a contract we have with you, or because you have asked us to take specific steps before entering into a contract

Legal obligation: where our use of your personal information is necessary for us to comply with the law (not including contractual obligations)

Legitimate interests: where our use of your personal information is necessary for our legitimate interests or the legitimate interests of a third party (unless there is a good reason to protect your personal information which overrides our legitimate interests)

Information on the type of data we collect, the purpose and legal basis for processing are contained in the following schedules:

Schedule 1; client data

Schedule 2; employee data

Schedule 3; prospective client data

Schedule 4; recruitment candidate data

Schedule 5; users of our website

Sharing data with third parties

As part of a Group structure, some services are centralised/shared and therefore we will routinely share information to other companies within the Group where there is a legitimate interest to do so as per the schedules. Metamorph Group Services Limited acts as a data processor for centralised services and operates under a data sharing and processing agreement and in accordance with the inter-group services agreement. Where there are shared services (including office spaces) across companies, confidentiality and/or secondments are in place and all employees are aware of and adhere to confidentiality obligations.

The Group outsources some services under a service contract, the details of these services and the companies we outsource to are:

- IT services – provided by Converge-IT.Net Limited (CTS):
 - Company number 05874862
 - Registered head office is at 7450 Daresbury Park, Daresbury, Warrington, Cheshire, WA4 4BS
- Confidential waste disposal – provided by Premier Group Recycling
 - Company number 9476339
 - Registered head office is at Unit 3, Hardley Industrial Estate, Hardley, Southampton, SO45 3NQ
- Archiving – provided by Restore Records Management
 - Company number 05169780
 - Registered head office is at Unit 5 Redhill Distribution Centre, Salbrook Road, Redhill, Surrey, RH1 5DY
- Website support – provided by Hewitt Matthews (Trading name of DigitalDinos Limited):
 - Company number 10272906

- Registered office is at 4000 Lakeside North Harbour, Western Road, PO6 3FP. Web@hewittmatthews.co.uk, 0239421 1150

The types of companies/third parties we would expect to share data with are detailed below. More information is available in the schedules where existing contracts apply. Third parties may change from time to time; we endeavour to update this notice within a reasonable timeframe following the change.

- Third parties we use to help deliver our services and to operate our business;
- Companies to help us meet regulatory obligations such as identity verification companies;
- Regulators (the Solicitors Regulatory Authority and Information Commissioners Office);
- Credit reference agencies;
- Insurers and brokers (including prospective insurers);
- Our banks;
- Legal advisors we instruct for the provision of advice to us;
- Auditors, accreditation providers;
- Law enforcement agencies.

We only allow third parties to handle your personal data on our behalf if we are satisfied, they take appropriate measures to protect your personal data. We also impose contractual obligations on such providers to ensure they can only use your personal data to provide services to us and to you.

Should we enter into negotiations for restructuring/selling some or all of our business we may share personal data with other parties; usually, information will be anonymised, but this may not always be possible, however, the recipient of the information will be bound by confidentiality obligations in a non-disclosure agreement.

We will always treat your personal data with the utmost respect and never sell or share it with other organisations outside the Metamorph Group.

Storage and retention of data

Personal data may be held physically at any of our Group offices and/or electronically on our servers.

Some of these third parties may be based outside the UK and European Economic Area (EEA). For more information, including on how we safeguard your personal data when this happens, see below: 'Transferring your personal data out of the UK and EEA'.

We will keep your personal data for as long as necessary, different retention periods apply for different types of personal data and can be provided upon request. Such retention periods are set by taking into account any requirements placed on us by the law and our regulators and relevant limitation periods.

Our data retention schedule is subject to change depending on changes in legislation, guidance and best practice. Where we hold data in order to comply with Money Laundering Regulations, and such data is retained on a file that exceeds 5 years, we will retain the documents for the length of time the applicable file is held.

We have put in place the following appropriate security, technical and organisational measures to safeguard your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed.

- Firewalls;
- Browser certification technology;
- Encryption;
- Limited access;
- Use of passwords.

We limit access to your personal information to those who have a genuine business need to know it. Those processing your information will do so only in an authorised manner and are subject to a duty of confidentiality.

We will use all reasonable efforts to safeguard your personal information. However, you should be aware that the use of the Internet and email is not entirely secure and for this reason we cannot guarantee the security or integrity of any personal information which is transferred from you or to you via the Internet.

We have procedures in place to deal with any suspected personal data breach and will notify you and any applicable regulator of a breach where we are legally required to do so.

Transferring your personal data out of the UK and EEA

We do not generally transfer your personal data outside the EEA and take action where possible to avoid doing so. Where it does become necessary to share your personal data outside the EEA in the course of your matter we ensure your personal data is protected by requiring a similar degree of protection be afforded to it by ensuring at least one of the following safeguards is implemented:

- We will only transfer your personal data to countries that have been deemed to provide an adequate level of protection for personal data by the European Commission;
- Where we use certain service providers, we may use specific contracts approved by the European Commission which give personal data the same protection it has in Europe;
- Where we use providers based in the US, we may transfer data to them if they are part of the Privacy Shield which requires them to provide similar protection to personal data shared between the Europe and the US.

Marketing

We may use your personal data to send you updates (by email, text message, telephone or post) about our products and services, including exclusive offers, promotions or new products and services.

We have a legitimate interest in using your personal data for marketing purposes. This means we do not usually need your consent to send you marketing information. Where consent is needed, we will ask for this separately and clearly.

If our communication is sent under legitimate interests, then you cannot opt out of these communications however should you have a specific request to not receive any further correspondence under the legitimate interests then please email compliance@metamorphgroup.co.uk.

If you have consented, you have the right to opt out of receiving marketing communications at any time by:

- Contacting us at marketing@metamorphgroup.co.uk; or
- Using the 'unsubscribe' link in emails.

Please note, we may manually remove you from marketing activity even if you have consented should we consider it to be inappropriate to continue communicating with you.

From time to time, we may ask you to confirm or update your marketing preferences.

Your rights

Under data protection legislation you have a number of important rights free of charge. In summary, those include rights to:

- Fair processing of information and transparency over how we use your use personal information;
- Access to your personal information and to certain other supplementary information that this privacy notice is already designed to address;
- Require us to correct any mistakes in your information which we hold;
- Require the erasure of personal information concerning you in certain situations;

- Receive the personal information concerning you which you have provided to us, in a structured, commonly used and machine-readable format and have the right to transmit those data to a third party in certain situations;
- Object at any time to processing of personal information concerning you for direct marketing;
- Object to decisions being taken by automated means which produce legal effects concerning you or similarly significantly affect you;
- Object in certain other situations to our continued processing of your personal information;

Otherwise restrict our processing of your personal information in certain circumstances. For further information on each of those rights, including the circumstances in which they apply, see the Guidance from the UK Information Commissioner's Office (ICO).

If you would like to exercise any of those rights, please email compliance@metamorphgroup.co.uk. To enable us to assist you, please provide enough information to identify yourself and any additional identity information we may reasonably request from you, let us know what right you want to exercise and the information to which your request relates.

Queries and Complaints

All queries, requests and complaints should be sent to the Compliance Department for the Group. The Compliance Department is part of Metamorph Group Services Limited. Please email us at compliance@metamorphgroup.co.uk or make contact with your local office who will put you in touch with the team.

You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues (www.ico.org.uk). We would, however, appreciate the chance to deal with your concerns before you approach the ICO so please contact us in the first instance.

Changes to this privacy policy

This privacy notice was published on 14 January 2022 and last updated on 14 January 2022.

We may change this privacy notice from time to time – when we do, we will inform you via our website.

Schedule 1; Clients

We collect and use this personal data to provide products and services to you. If you do not provide personal data we ask for, it may delay or prevent us from providing products and services to you. We collect most of this personal data directly from you – in person, by telephone, text or email and via our website. However, we may also collect information:

- From publicly accessible sources, e.g., search engines, social media, Companies House or HM Land Registry.
- Directly from a third party to which enable us to perform our regulatory obligations, e.g., sanctions screening providers, credit reference agencies, customer due diligence providers.
- Directly from a third party specifically related to your instructions e.g., from referrers and introducers, other parties to the matter and related individuals.
- From a third party with your consent, e.g., your bank or building society, a medical practitioner.
- From a third party due to our legitimate interests, e.g., debt collection agencies.
- From reception logs at our locations.
- Through automated monitoring of our websites and other technical systems, such as our computer networks and connections, CCTV and access control systems, communications systems, email and any other client messaging system/portal used in your matter.

Data	Purpose	Legal basis
First name, maiden name, last name, marital status, title, date of birth, and gender and contact information.	To provide products and services to you.	To perform a contract with you and comply with a legal obligation.
	This data may be shared with third party electronic identity verification service providers for the purpose of complying with our legal obligations under the Money Laundering Regulations.	To perform a contract with you and comply with a legal obligation.
	This data may be shared with third party debt collection agencies.	Our legitimate interests.
Copy identity documents such as passport, driving licence and proof of address	To provide products and services to you.	To perform a contract with you and comply with a legal obligation.
	This data may be shared with third party electronic identity verification service providers for the purpose of complying with our legal obligations under the Money Laundering Regulations.	To perform a contract with you and comply with a legal obligation.
Billing information, transaction and payment card information.	To provide products and services to you.	To perform a contract with you.
Transaction data including details about payments to and from you and other details of services we	To provide products and services to you.	To perform a contract with you.

<p>have provided to you. Depending on the service you have requested from us we will ask you to provide us with details relevant to the matter that will assist us in providing legal advice and services. This may include but is not limited to details of your employment, financial position or assets, family, and medical information.</p>		
<p>First and last names, information on transactional milestones, billing information, transactional data.</p>	<p>To provide details to you of any additional services we can provide to you which are related to work previously carried out for you.</p>	<p>Our legitimate Interests.</p>
	<p>To gather data on how we can improve our service and feedback on work carried out for you.</p>	
<p>First and last names, information on transactional milestones, billing information, transactional data.</p>	<p>To provide details to you of any additional services we can provide to you which are unrelated to work previously carried out for you but that we can also offer.</p>	<p>By consent.</p>

Schedule 2; Employees

This Schedule relates to your work with us as an employee, worker or self-employed consultant during and after the end of your working relationship with us.

We collect and use this personal data to assist us in the performance of our employment or working relationship. If you do not provide personal data we ask for, it may prevent us from complying with any legal or contractual requirements. We collect most of this personal data directly from you in person, by telephone, text, or email. However, we may also collect information:

- From publicly accessible sources, e.g., search engines or social media.
- Directly from a third party to which enable us to perform our regulatory obligations, e.g., Credit reference agencies.
- From a third party due to our legitimate interests, e.g., debt collection agencies.
- From door entry and reception logs at our locations.
- Through automated monitoring of our websites and other technical systems, such as our computer networks and connections, CCTV and access control systems, communications systems, email and any other client messaging system/portal used.

Data is stored on our HR platform provided by Access UK Ltd, company number 2343760, registered office The Old School, School Lane, Stratford St Mary, Colchester, Essex, CO7 6LZ who is the host of the data. Payroll is processed by Sage (UK) Ltd software, company number 01045967, registered address C23 - 5 & 6 Cobalt Park Way Cobalt Park, Newcastle Upon Tyne, United Kingdom, NE28 9EJ. Data agreements are in place which include relevant confidentiality clauses.

This Privacy Notice and Schedule does not form part of any contract we may enter into or have entered into with you and may be updated by us at any time.

Where your employment contract is with Metamorph Group Services Limited (MGSL), MGSL will act as a data controller. Where your employment contract is with another company within the Group, that company will be the data controller and MGSL will act as a data processor under the Intergroup Data Sharing and Processing Agreement and the Intergroup Services Agreement.

Data	Purpose	Legal basis
Contact/personal data including personal home and work contact details, emergency contact details of next of kin, employee photo	To enable us to contact you and in emergencies, your next of kin and for PAYE and pension purposes.	Performance of your employment contract, compliance with legal obligations, legitimate interests of an employer, and in relation to the holding of an Employee Photo only, we do this with your consent.
General employment contract data and documents including application forms of current employees, CVs of current employees, skills tests undertaken during the recruitment process, employment contract/contract data including details of role, reporting structure, job location, holiday entitlement,	To enable us to manage effectively your employment contract and to enable us to make accurate payments to you.	Performance of your employment contract and compliance with legal obligations.

notice period, working hours, and amendment to contract letters, probation data/records, overtime and TOIL data, lateness data, annual leave data, family leave data, privacy notices and data processing consent records, working time data.		
Performance and training data/records including data and records relating to absence, absence management, performance, appraisal, probation, qualification and skills including professional certificates and driving licence copies, training data and agreements, employee of the month and good job data, disciplinary records, grievance records, capability/poor performance records, family leave records, redundancy consultations.	To enable us to manage your performance under your employment contract, to investigate and deal with grievances, complaints or legal disputes, to assess your qualifications and skills to do particular work, to assess any training needs and to recognise good work, and to monitor use of email and communications systems to ensure compliance with relevant employment policies.	Performance of your employment contract, compliance with legal obligations, and legitimate interests of an employer.
Pay and Benefits data including payroll and tax data, date of birth, gender, loan data/agreements, advancements and deductions from wages data, court orders data/records, statutory pay data/records, bank account details, expenses records, pension data/records, benefit schemes data/records, HMRC records.	To enable us to make accurate payments to you, and to calculate statutory leave.	Performance of your employment contract and compliance with legal obligations.
Leavers Data and Records including leaver's report, exit interviews and redundancy records.	To keep accurate information in case of any dispute or claim over work or pay.	Performance of your employment contract and compliance with legal obligations.
Health and safety data including data/records of any reportable accident, death or injury in connection with work, and allergies data.	To comply with health and safety obligations.	Compliance with legal obligations and to protect your vital interests.
Immigration checks including identification records and details of right to work in UK including any permit.	To check that you have the right to work in the UK.	Compliance with legal obligations.
Criminal convictions records and other screening data including disclosure and barring service (DBS) checks pre-recruitment, disclosures of criminal	To assess suitability as part of a recruitment process where the role involves dealing with large amounts of sensitive data, and to check that we can	Compliance with legal and Regulatory obligations and legitimate interests of an employer. DBS checks are conducted by

records during employment, DBS periodic updates, credit checks, adverse media checks and regulatory checks.	lawfully employ you and continue to employ you to work in certain roles.	consent although in some circumstances are a condition of employment.
Any data included in file notes.	To make general notes about situations related to your employment, and explain documents being stored.	Performance of your employment contract, compliance with legal obligations and legitimate interests of an employer.
Special category data – data which reveals: racial or ethnic origin; political opinions; religious and philosophical beliefs; trade union membership; genetic data; biometric data; health data; sex life and sexual orientation.	To report as required to our regulator. Sickness absence records and family leave records in order to comply with employment and other laws by maintaining proper records, monitor and manage sickness absence, and to administer any benefits.	Compliance with legal and regulatory obligations.
Employee benefits information e.g. first and last names, benefit provided, medical information, contributions.	To enable us to arrange employee benefits as per employment contract.	Performance on your employment contract.
Pensions information e.g. first and last names and pension contributions	To enable us to enrol you in a qualifying pension scheme and make appropriate contributions in compliance with our legal obligations.	Compliance with legal and regulatory obligations and your legitimate interests.
Next of kin details	To enable us to contact next of kin in the event of an accident or incident or death in service.	By consent.

Schedule 3; Prospective Clients

This Schedule relates to enquiries we receive from you as a prospective client. We collect and use this personal data to enable us to deal with your enquiry. If you do not provide personal data we ask for, it may delay or prevent us assisting you. We collect most of this personal data directly from you – in person, by telephone, text or email and via our website. However, we may also collect information:

- Directly from a third party specifically related to your instructions e.g., from referrers and introducers, other parties to the matter and related individuals.
- From reception logs at our locations.
- Through automated monitoring of our websites and other technical systems, such as our computer networks and connections, CCTV and access control systems, communications systems, email and any other client messaging system/portal used in your matter.
- Directly from another company within the Metamorph Group with your consent.

Data	Purpose	Legal basis
Contact/Personal Data including personal details such as name and title, and contact details such as addresses, telephone numbers and personal email addresses	To enable us to contact you to organise initial meetings or telephone calls to establish your requirements.	Comply with a legal obligation such as conducting AML and other checks prior to starting work on your instructions.
	To enable us to move your enquiry forward by sending you details of the documents and information we need to complete the relevant checks and formulate a summary of work prior to sending you a contract.	
Information about your business activities, such as business structure and nature of the business, and business accounts	To enable us to conduct source of funds checks prior to providing services where applicable and to carry out your instructions.	Comply with a legal obligation such as conducting AML and other checks prior to starting work on your instructions.
Information and documents about your matters or enquiries, including communications with you, including emails between you and us, and documents provided to us such as contracts, third party communications (emails, letters and notes of telephone calls), pictures, reports, etc.	To enable us to establish your instructions and provide initial advice on steps to take etc.	Performance of a contract, to protect your vital interests or that of someone else.
		Performance of a contract, to protect your vital interests or that of someone else.

Special category data – data which reveals: racial or ethnic origin; political opinions; religious and philosophical beliefs; trade union membership; genetic data; biometric data; health data; sex life and sexual orientation.	Where required/necessary in order to provide advice or provide services to you such as advice or assistance in relation to a personal injury.	Performance of a contract, to protect your vital interests or that of someone else.
Any data included in File Notes.	To make general notes about your instructions and queries and provide initial advice if applicable.	Performance of a contract, compliance with legal obligations and for our legitimate interests.
First and last names, information on transactional milestones, billing information, transactional data.	To provide you with details of our services.	By consent.
First and last names, contact details, transactional data.	To gather data on how we can improve our service and feedback on work carried out for you.	Our legitimate interests.

Schedule 4; Recruitment Candidates

We collect and use your this personal data to process your application for employment. If you do not provide personal data we ask for, it may delay or prevent us from proceeding with your application. We collect most of this personal data directly from you – in person, by telephone, text or email and via our website. However, we may also collect information:

- From publicly accessible sources, e.g., search engines or social media.
- Directly from a third party to which enable us to perform our regulatory obligations, e.g., sanctions screening providers, credit reference agencies.
- From reception logs at our locations.
- Through automated monitoring of our websites and other technical systems, such as our computer networks and connections, CCTV and access control systems, communications systems, email and any other client messaging system/portal used in your matter.
- From referrers such as recruitment agents or internal Group referrals.

Data	Purpose	Legal basis
Contact/Personal data, such as name, title, and contact details including addresses, telephone numbers and personal email addresses.	To enable us to contact you to organise interviews, facilitate job offers or advise you have been unsuccessful.	Perform employment contract (such as to move your application forward prior to signing an employment contract).
	To enable us to move your application forward before signing a contract of work. This concerns employment or pre-employment checks.	
	Send you notifications for vacancy roles or job alerts.	
Right to work checks, including identification records (copies of driving licence, passport, birth certificates, and proof of current address such as bank statements and council tax bills), and details of right to work in UK including copies of any work permit.	To check that you have the right to work in the UK.	To comply with a legal obligation.
Recruitment data such as job offers which were not accepted.	To enable us to make recruitment decisions.	For our legitimate interests.
Evidence of how you meet the requirements for the job, such as CVs, references, covering letters, application forms, results of any pre-interview skills	To enable us to make recruitment decisions.	For our legitimate interests.

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Equal Opportunities and Diversity data, including information about your race or ethnicity, religious beliefs, sexual orientation, disability and other 'special category data'	To enable us to monitor diversity and equal opportunities within our recruitment process.	To comply with a legal obligation.
Health Information including any medical needs or conditions, and details of any reasonable adjustments required for interview or employment if successful.	To comply with health and safety obligations and ensure we can implement any required reasonable adjustments.	To comply with a legal obligation and to protect your vital interests.
Recruitment documents such as CVs of rejected applicants, CVs of applicants offered jobs but not accepted, and references provided by third parties for job offers whether accepted or not.	To enable us to make recruitment decisions.	For our legitimate interests.
Criminal convictions records such as Disclosure and Barring Service (DBS) checks pre-recruitment (where applicable for the role) and disclosures of criminal convictions by you.	To assess suitability as part of a recruitment process where the role involves dealing with large amounts of sensitive data, and to check that we can lawfully employ you and continue to employ you to work in certain roles.	To comply with a legal obligation and for our legitimate interests.

Schedule 5; Users of our Websites

This Schedule relates to your use of all Metamorph Group members websites.

We collect this personal information from you either directly, such as when you contact us or purchase products or services via our website or indirectly, such as your browsing activity while on our website (see 'Cookies' below). We may collect personal information about you in the following circumstances:

- When you request marketing materials from us.
- When you purchase products or services via our website.
- When you contact us.
- When you send us feedback.
- Through automated monitoring of our websites and other technical systems, such as our computer networks and connections.

This website is not intended for use by children and we do not knowingly collect or use personal information relating to children.

Throughout our website we may link to other websites owned and operated by certain trusted third parties. These other third party websites may also gather information about you in accordance with their own separate privacy policies. For privacy information relating to these other third-party websites, please consult their privacy notices as appropriate.

This website is administered by MGSL. MGSL employees will therefore have access to your personal data entered into the contact forms for the purposes of ensuring your personal data is passed to the relevant person and ensuring you get a response to your enquiry; to enable us to deal with your enquiry we may pass your details to another company within our Group.

We will not share your personal information with any other third parties than those mentioned in this Privacy Notice and this Schedule and we will not sell or share your personal data with any company for marketing purposes.

Data	Purpose	Legal basis
Your name, address and contact details	Verify your identity	Legal obligations such as checking your identity
	Provide goods and services to you	Performance of a contract
	Notify you of any changes to our website or to our services that may affect you	For your and our legitimate interests
Financial data including bank account and payment card details	Provide goods and services to you	Performance of a contract or consent

<p>Cookies e.g. e.g. Hot Jar, Facebook pixel tracking, Google Tags and Google Analytics. Cookies we use will be clearly detailed on the individual websites with information on how to disable applicable Cookies.</p>	<p>Improve user experience, to monitor the conversions from Facebook and other areas of the web.</p>	<p>For our legitimate interests.</p>
<p>Profile data including details of your preferences, feedback and survey responses</p>	<p>Customise our website and its content to your particular preferences</p>	<p>For your and our legitimate interests</p>
	<p>Improve our services</p>	<p>Our legitimate interests</p>