Unit 15 Warwick Innovation Centre
Warwick Technology Park
Gallows Hill
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CV34 6UW

Values Alignment Index – Guest Terms of Service

These guest terms of service apply to your use of And Evolve Limited's website to complete a survey and receive a personal report showing your own values orientation (the "Services").

You must be eighteen years of age or over to use the Service.

PLEASE READ THESE TERMS OF SERVICE CAREFULLY BEFORE USING THIS SITE

What's in these terms

These terms tell you the rules for using our website www.and-evolve.com/values-alignment-index (our "Site").
Click on the links below to go straight to more information on each area:

- Who we are and how to contact us
- By using our Site, you accept these terms
- There are other terms that may apply to you
- We may make changes to these terms
- We may make changes to our Site
- We may suspend or withdraw our Site for any or no reason
- We may transfer this agreement to someone else or another third party
- Our Site is available worldwide
- You must keep your account details and credentials safe and do not share them with anyone
- How you may use material on our Site
- No text or data mining, or web scraping
- Rules about linking to our Site
- Our trade-marks are registered
- Your responses and information
- Do not rely on information on or any results from this Site
- We are not responsible for websites we link to
- We are not responsible for viruses
- You must not introduce viruses
- Our responsibility for loss or damage suffered by you
- How we may use your personal information
- Which country's laws apply to any disputes

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Who we are and how to contact us

www.and-evolve.com/values-alignment-index is the Site operated by And Evolve Limited ("**We**"). We are registered in England and Wales under company number 9395138 and have our registered office at Unit 15, Warwick Innovation Centre, Warwick Technology Park Gallows Hill, Warwick CV34 6UW.
Our VAT number is 205786302
We are a limited company
The Site and Services have been validated by a third party chartered occupational psychologist and we have our own occupational psychologist/s in the team.
To contact us, please email support@and-evolve.com

By using our SITE, you accept these terms

By using our Site, you confirm that you accept these terms of service and that you agree to comply with them.
If you do not agree to these terms, you must not use our Site.
We recommend that you print a copy of these terms for future reference.

There are other terms that may apply to you

These terms of service refer to the following additional terms, which also apply to your use of our Site:

- Our Privacy Policy, which explains how we collect, use, and store your personal data.
- Our Cookie Policy, which sets out information about the cookies on our Site.

We may make changes to these terms

We amend these terms from time to time. Every time you wish to use our Site, please check these terms to ensure you understand the terms that apply at that time.

We may make changes to our site

We may update and change our Site from time to time to reflect changes to our products, our users' needs, and our business priorities. When we make significant updates, we will post information about them on the Site.

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We may suspend or withdraw our site

Our Site is made available free of charge for you, the user, to use the Services.

We do not guarantee that our Site, or any content on it, will always be available or be uninterrupted. We may suspend or withdraw or restrict the availability of all or any part of our Site for business and operational reasons. Where we can, we will post information about any suspension or withdrawal on the Site.
You are also responsible for ensuring that all persons who access our Site through your internet connection are aware of these terms of service and other applicable terms of service, and that they comply with them.

We may transfer this agreement to someone else

We may transfer our rights and obligations under these terms to another organisation. If this happens, we will post information about it on the Site, and we will ensure that the transfer does not affect your rights under these terms of service.

Our Site is available worldwide

Our Site is available to users worldwide. We make no representation that the Site or its content is appropriate or available for use in any particular location, and you are responsible for complying with any laws that apply to you where you access it.

You must keep your account details safe

If you choose, or you are provided with, a user identification code, password, or any other piece of information as part of our security procedures, you must treat such information as confidential. You must not disclose it to any third party.

We have the right to disable any user identification code or password, whether chosen by you or allocated by us, at any time, if in our reasonable opinion you have failed to comply with any of the provisions of these terms of service.

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If you know or suspect that anyone other than you knows your user identification code or password, you must promptly notify us at support@and-evolve.com

How you may use material on our site

We are the owner or the licensee of all intellectual property rights in our Site, and in the material published on it. Those works are protected by copyright laws and treaties around the world. All such rights are reserved.

You may print off one copy, and may download extracts, of any page(s) from our Site for your personal use and you may draw the attention of others within your organisation to content posted on our Site.

You must not modify the paper or digital copies of any materials you have printed off or downloaded in any way, and you must not use any illustrations, photographs, video or audio sequences or any graphics separately from any accompanying text.

Our status (and that of any identified contributors) as the authors of content on our Site must always be acknowledged (except where the content is user-generated).

You must not use any part of the content on our Site for commercial purposes without obtaining a licence to do so from us or our licensors.

If you print off, copy, download, share or repost any part of our Site in breach of these terms of service, your right to use our Site will cease immediately and you must, at our option, return or destroy any copies of the materials you have made (except that you are permitted to print off a copy of these terms of service for your reference).

Purpose and Content of this Site

The Services let you complete a short survey and, at the end, enter your email address so we can send you a personal report describing your own values orientation. Your report is provided for your personal insight and development only – it is not psychological, medical, career or other professional advice, and you should not rely on it as such. No one else receives your report. Your

survey responses are anonymised and added to our research database, and we explain how we handle your information in our Privacy Policy.

No text or data mining, or web scraping

- No misuse, scraping, reverse engineering, resale
- No attempting to infer or manipulate assessment outcomes

You shall not conduct, facilitate, authorise, or permit any text or data mining or web scraping in relation to our Site or any Services provided via, or in relation to, our Site (for any purpose, including the development, training, fine-tuning or validation of AI systems or models). This includes using (or permitting, authorising, or attempting the use of):

- Any "robot", "bot", "spider", "scraper" or other automated device, program, tool, algorithm, code, process, or methodology to access, obtain, copy, monitor or republish any portion of our Site or any data, content, information, or services accessed via the same.
- Any automated analytical technique aimed at analysing text and data in digital form to generate information or develop, train, fine-tune or validate AI systems or models which includes but is not limited to patterns, trends, and correlations.

The provisions in this clause should be treated as an express reservation of our rights in this regard, including for the purposes of Article 4(3) of the Digital Copyright Directive (*(EU) 2019/790*).

You shall not use, and we do not consent to the use of, our Site, or any data published by, or contained in, or accessible via, our Site or any Services provided via, or in relation to, our Site for the purposes of developing, training, fine-tuning or validating any AI system or model or for any other purposes not explicitly set out in our Acceptable Use Policy available on our website.

You must not attempt to manipulate any results whilst you are taking the survey.

This clause will not apply insofar as (but only to the extent that) we are unable to exclude or limit text or data mining or web scraping activity by contract under the laws which are applicable to us.

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Rules about linking to our site

You may link to our home page, provided you do so in a way that is fair and legal and does not damage our reputation or take advantage of it.
You must not establish a link in such a way as to suggest any form of association, approval, or endorsement on our part where none exists.
You must not establish a link to our Site in any website that is not owned by you.

Our Site must not be framed on any other Site, nor may you create a link to any part of our Site other than the home page.

We reserve the right to withdraw linking permission without notice.
The website in which you are linking must comply in all respects with our Acceptable Use Policy .
If you wish to link to or make any use of content on our Site other than that set out above, please contact support@and-evolve.com.

Our trademarks are registered

Values Alignment Index is a UK trademark of And Evolve. You are not permitted to use this trademark without our approval, unless they are part of material you are using as permitted under *How you may use material on our Site* .

Your responses and information

When you complete the survey you provide us with your responses and your email address. You keep any rights you have in your responses. You grant us a licence to use, store and process your responses so that we can generate and send you your report, and to create anonymised data that we retain for research and to improve the Services. We do not treat your responses as public, and we do not make them available to other users. We handle your personal information as set out in our Privacy Policy.

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Do not rely on information on this site

The content on our Site is provided for general information only. It is not intended to amount to advice on which you should rely. You must obtain professional or specialist advice before taking, or refraining from, any action on the basis of the content on our Site or any subsequent survey results. Although we make reasonable efforts to update the information on our Site, we make no representations, warranties or guarantees, whether express or implied, that the content on our Site is accurate, complete, or up to date.

We are not responsible for websites we link to

Where our Site contains links to other sites and resources provided by third parties, these links are provided for your information only. Such links should not be interpreted as approval by us of those linked websites or information you may obtain from them.
We have no control over the contents of those sites or resources.

We are not responsible for viruses

We do not guarantee that our Site will be secure or free from bugs or viruses. You are responsible for configuring your information technology, computer programs, and platform to access our Site. You should use your own virus protection software.

You must not introduce viruses

You must not misuse our Site by knowingly introducing viruses, trojans, worms, logic bombs, or other material that is malicious or technologically harmful, or otherwise harmfully interacting with our Site or any part of it. You must not attempt to gain unauthorised access to our Site, the server on which our Site is stored or any server, computer or database connected to our Site or any other equipment or network connected with our Site. You must not interfere with, damage or disrupt any software used in the provision of our Site or any equipment or network or software owned or used by any third party on which this Site relies in any way. You must not attack our Site via a denial-of-service attack or a distributed denial-of-service attack. By breaching this provision, you would commit a criminal offence under the Computer Misuse Act 1990. We will report any such breach to the relevant law enforcement authorities and we will co-operate with those bodies by disclosing your

identity to them. In the event of such a breach, your right to use our Site will cease immediately.

Our responsibility for loss or damage suffered by you

Whether you are a consumer or a business user:

- We do not exclude or limit in any way our liability to you where it would be unlawful to do so. This includes liability for death or personal injury caused by our negligence or the negligence of our employees, agents, or subcontractors and for fraud or fraudulent misrepresentation.
- We are not liable to you whatsoever for any actions you take, or do not take, as a result of your report.
- We exclude all implied conditions, warranties, representations, or other terms that may apply to our Site or any content on it.
- We will not be liable to you for any loss or damage, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, even if foreseeable, arising under or in connection with:
    - use of, or inability to use, our Site; or
    - use of or reliance on any content displayed on our Site.
- In particular, we will not be liable for:
    - loss of profits, sales, business, or revenue;
    - business interruption;
    - loss of anticipated savings;
    - loss of business opportunity, goodwill, or reputation; or
    - any indirect or consequential loss or damage.

How we may use your personal information

We will only use your personal information as set out in our Privacy Policy.

Which country's laws apply to a dispute

If you are a consumer, please note that these terms of service, their subject matter, and their formation, are governed by English law. We both agree that the courts of England and Wales will have exclusive jurisdiction, except that if you are a resident of Northern Ireland, you may also bring proceedings in Northern Ireland, and if you are a resident of Scotland, you may also bring proceedings in Scotland.

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If you are a business, these terms of service, their subject matter, and their formation (and any non-contractual disputes or claims) are governed by English law. We both agree to the exclusive jurisdiction of the courts of England and Wales