

## **Terms and Conditions**

Baico Publishing Consultants Inc.) values the privacy of its Web site (the "Site") users. This Privacy Policy demonstrates our commitment to your privacy, and explains what information we collect from the Site and how we use that information. This Site is not intended for persons under 13 years old. We do not knowingly request or collect personal information from or about children. We may make changes to this Privacy Policy at any time.

### **Information Collected**

Portions of this Site require users to provide us with personal information, which may include your domain name, name, mailing and email addresses, telephone and fax numbers, your access ID, job title, and, for recruiting purposes, information contained in your resume, and, for transactions, your order information and credit card information.

### **Use of Collected Information**

Baico uses domain names to measure Site use and improve Site content. We use mailing and email addresses, telephone and fax numbers, and user access IDs to provide users with the information, goods or services requested, to respond to user questions, to provide customer support, to register users for events or subscriptions, or to conduct surveys. All information submitted to this Site is collected, processed, and stored in Canada. We may share the information collected with Baico affiliates, including those affiliates located both inside and outside the EU countries, and with third parties with which Baico has contracted to provide services to us or to users. Baico requires such third parties to treat your personal information confidentially. We do not sell user personal information to others. We may disclose information about users to others if required by law, if directed by the user, to operate this Site properly.

### **Cookies**

The Site uses cookies to identify users, compile Site usage statistics, and to provide customized services. Cookies are small text files stored on a user's computer to identify a user's browser. Our use of cookies does not enable others to access a user's personal information.

### **Links**

This Site provides hyperlinks to Web sites owned and controlled by others. Baico is not responsible for the privacy practices of any Web site not owned or controlled by us.

### **Security**

This Site uses administrative, contractual, physical, and technical means to protect against the unauthorized access to personal information, such as confidentiality agreements with employees, firewalls, Secure Sockets Layer protocol, user names and passwords. Although Baico takes reasonable steps concerning security of this Site, no Web site is completely secure from unauthorized access.

### **Access**

A user may opt-out, review and update the information provided to Baico through this Site by contacting us as set forth below.

### **Contacts**

If you have any questions concerning this Privacy Policy, please use the Contact page on this Site.

### **Consent**

By accessing or using this Site you consent to the collection, use, and transfer of your personal information as described in this Privacy Policy, as amended from time to time.