

Privacy Statement

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This Privacy Policy explains how **Academy of lions** handles the personal information that you provide us on web sites controlled by **Academy of lions** (which link to this Privacy Policy). Unless otherwise specifically noted this Privacy Policy does not apply to the following:

Personal information collected from you offline
Web sites that do not link to this Privacy Policy
Residents of countries other than Canada
Third-party web sites to which **Academy of lions** sites may link

Your use of **Academy of lions** web sites that link to this Privacy Policy is subject to this Privacy Policy and the Terms of Use.

PLEASE READ CAREFULLY THE FOLLOWING TERMS OF USE BEFORE USING THIS WEB SITE.

Information Collected

There are two general methods that **Academy of lions** uses to collect personal information online:

- Information We Get
 - Personal information: You can visit our web sites without providing any personal information. We may collect your personally identifiable information (such as name, address, telephone number, e-mail address or other identifying information) only when you choose to submit it to us. We may also collect health information about you that you provide by responding to our questions or surveys.
 - Aggregate information: In some cases we also remove personal identifiers from data you provide to us and maintain it in aggregate form. We may combine this data with other information to produce anonymous, aggregated statistical information (e.g. number of visitors, where do they come from, which web pages have they be accessing to, originating domain name of the Internet Service Provider), helpful to us in improving our products and services.
- Automatically Collected Information
 - We automatically receive certain types of information whenever you interact with us on our sites and in some e-mails we may send each other. Automatic technologies we use may include, for example, Web server logs/IP addresses, cookies and Web beacons. Web beacons, cookies and other tracking technologies do not automatically obtain personally identifiable information

about you. Only if you voluntarily submit personally identifiable information, such as by registering or sending e-mails, can these automatic tracking technologies be used to provide further information about your use of the Web sites and/or interactive e-mails to improve their usefulness to you.

Your Choices

You have several choices regarding your use of our Web sites. You could decide not to submit any personally identifiable information at all by not entering it into any forms or data fields on our sites and not using any available personalized services. If you choose to submit personal data, you have the right to see and correct your data at any time by accessing the application. **Academy of lions** may ask for your permission for certain uses of your information and you can agree to or decline those uses. If you opt-in for particular services or communications, such as an e-newsletter, you will be able to unsubscribe at any time by following the instructions included in each communication. If you decide to unsubscribe from a service or communication, we will work to remove your information promptly, although we may require additional information before we can process your request. If you wish to prevent cookies from tracking you anonymously as you navigate our sites, you can reset your browser to refuse all cookies or to indicate when a cookie is being sent.

Security

Academy of lions uses technology and security precautions, rules and other procedures to protect your personal data from unauthorized access, improper use, disclosure, loss or destruction. To ensure the confidentiality of your data, **Academy of lions** also uses firewalls and password protection. It is, however, your personal responsibility to ensure that the computer you are using is adequately secured and protected against malicious software. You should be aware of the fact that without adequate security measures (e.g. secure web browser configuration, up-to-date antivirus software, personal firewall software, no usage of software from dubious sources) there is a risk that the data and passwords you use to protect access to your data could be disclosed to unauthorized third parties.

Use of Data

Academy of lions, including the subsidiaries, divisions and groups worldwide and/or the companies we hire to perform services on our behalf will use any personally identifiable information you choose to give us to comply with your requests. We will retain control of and responsibility for the use of this information. Some of this data may be stored or processed at computers located in other jurisdictions, such as the United States, whose data protection laws may differ from the jurisdiction in which you live. In such cases, we will ensure that appropriate protections are in place to require the data processor in that country to maintain protections on the data that are equivalent to those that apply in the country in which you live.

The information, which is also used for different HR purposes (Performance Management, Succession decisions or Development actions), will be helpful for us to better understand your needs and how we can improve our products and services. It helps us also to personalize certain communications with you about services and promotions that you might find interesting.

Links to Other Sites

Academy of lions sites contain links to a number of Web sites that may offer useful information to our visitors. This Legal and Privacy Statement does not apply to those sites, and we recommend communicating to them directly for information on their privacy policies.

Privacy Statement for Children

Academy of lions site is directed at an adult audience. We do not collect any personally identifiable information from anyone we know to be under the age of 13 without the prior, verifiable consent of his or her legal representative. Such legal representative has the right, upon request, to view the information provided by the child and/or to require that it be deleted.

Additional Information on Web Sites

If the Web site has particular provisions relating to privacy that differ from those stated here, those provisions will be disclosed to you on the page on which personally identifiable information is collected.

Note to Users of Business or Professional Web Sites

If you have a business or professional relationship with **Academy of lions**, we may use information you submit on our sites, including sites intended specifically for business and professional users, to fulfill your requests and develop our business relationship with you and the entities you represent. We may also share such information with third parties acting on our behalf.

Updates to Privacy Statement

Academy of lions reserves the right to amend this Privacy Policy without prior notice to reflect technological advancements, legal and regulatory changes and good business practices. If **Academy of lions** changes its privacy practices, a new Privacy Policy will reflect those changes and the effective date of the revised Privacy Policy will be set forth in this paragraph. Please note that you are responsible for periodically reviewing the most current version of this privacy policy. Your continued use of this Web site or submission of information will be deemed your conclusive acceptance of the updated privacy policy. This Privacy Policy was last updated on March 21, 2010 and is effective as of that date.

How to Contact Academy of lions

If you have questions about the use, amendment, or deletion of personal information that you have provided to us, or if you would like to opt out of future communications from any **Academy of lions** products, service, or a particular **Academy of lions** program, please contact us by clicking on the “Contact Us” link on the Web site you are visiting.

In all communications to **Academy of lions**, please include the e-mail address used for registration (if applicable), the Web site address on which you provided any personal information about which you have questions or concerns, and a detailed explanation of your request. If you would like to delete or amend your personal information and are contacting us by e-mail, please put “Deletion Request” or “Amendment Request”, as applicable, in the subject line of the e-mail. We will do our best to respond to all reasonable requests in a timely manner.