

# Excis Market — Consumer Privacy Statement

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This Consumer Privacy Statement describes how Excis Compliance Ltd and its group companies (together, “Excis”, “we”, “us”) handle personal data we collect when you engage with us as a consumer of Excis Market and related services at [excisone.com](https://excisone.com). This includes our websites, mobile applications, APIs, file and CSV transfers, and any communication tools we make available.

If you are...	This statement	What it covers
A consumer of an Excis product or service (e.g. a field engineer, freelancer, contractor, or registered platform user)	<b>Consumer Privacy Statement</b> (this document)	How we use and disclose personal data we collect from individuals who deal with us directly as a user of an Excis product or service. It does not apply where Excis is processing data on behalf of an individual's employer.
A business contact (prospect, customer representative, partner)	<b>Business Contact Privacy Statement</b> (available on request)	How we use and disclose personal data we collect from individuals who visit our websites and otherwise interact with us in a business capacity, where Excis acts as a controller.
An employee of a client that uses Excis services	<b>Client Employee Privacy Statement</b> (available on request)	How we handle personal data we receive from our clients where Excis acts as a processor on their behalf.

Excis Compliance Ltd is the controller responsible for the personal data described in this statement. Our group-wide approach to privacy applies across all Excis entities worldwide.

## 1. Types of personal data

“Personal data” means any information that identifies you or relates to an identifiable individual. Examples of personal data we may collect or access with your permission when you use Excis Market include: name, username, postal address, email address, telephone number, location data, profile details, worker classification, employment history, demographic data, financial and tax information, compensation details, benefits information, and information about how you interact with our services.

## 2. How we collect personal data and what categories we collect

With your permission we collect personal data directly from you, from clients or companies for whom you perform services (for example, on a contract or freelance basis), from third-party service providers and data suppliers, and from publicly available sources. We typically ask for personal data when you register on Excis Market, create an account, opt in to marketing communications, or request our services.

Categories of personal data we may collect directly from you, where you choose to provide them, include: full name; national tax identifiers (such as a UK National Insurance number, US Social Security Number or Tax Identification Number, Canadian Social Insurance Number, UAE Emirates ID, Thai Tax ID, or foreign tax identification numbers used on equivalent forms); residential and business addresses; tax residency; business or trading name; worker classification; financial and bank account details; details of work assignments performed;

work history; rates and compensation; location and geo-tracking data; government-issued identification (such as a driver's licence or passport); photographs; email address, login and password credentials; skills, qualifications and interests; and your IP address.

We need this information to provide the services you request. If you choose not to provide certain data, we may not be able to deliver some or all of the service. If you share personal data about other individuals with us or our service providers, you confirm that you have the authority to do so and to allow us to use that data in line with this statement.

When you engage with us online, we also use cookies and similar technologies to collect information about your device and your use of our services. See section 6 for more detail.

### 3. How we use personal data

Excis Market is a platform that connects independent contractors, engineers and service providers with companies seeking IT field services, project work, or staffing support. We use personal data to deliver and customise the service. Typical uses include creating and maintaining your account, managing payments, invoicing and tax reporting, providing customer service, supporting account management, and facilitating background checks or compliance screening where you have requested them.

We also use personal data for the following business purposes:

- (a) Providing the requested service.** Including identifying you, personalising your experience, remembering preferences, and giving effect to your individual rights.
- (b) Due diligence and eligibility checks.** Including verifying identity, age, employment status, authority to act, account standing, and screening against sanctions and similar lists.
- (c) Transactional and administrative communications.** Such as confirmations, assignment details, service updates, requests for information, training materials, and responses to your enquiries.
- (d) Account management.** For customer service, finance, reporting, and dispute resolution.
- (e) Risk management.** Including audit, insurance, intellectual property protection, and protection of our other assets.
- (f) Security.** Including monitoring of access to our systems, applications and facilities, investigation of threats, and any data breach notification we are required to make.
- (g) De-identification.** Where we de-identify or anonymise data, we will continue to use it only in that form and will not attempt to re-identify it.
- (h) Operational continuity.** Such as disaster recovery, internal audit, business controls, statistical or historical research, dispute resolution, legal and business advisory work, compliance with laws and policies, and insurance.
- (i) Product development and analytics.** We use personal data to develop, test and improve our services, and to support research, analytics and business intelligence.
- (j) Relationship management and marketing.** Including sending product news, customer satisfaction surveys, and marketing communications to individuals who have not objected, where this is permitted under applicable law and, where required, with your consent.
- (k) Business operations and corporate activity.** Including treasury and money-movement activity, anti-money-laundering screening, business structuring, mergers, acquisitions and divestitures, management reporting, and analysis.

We carry out these activities to manage our contractual relationship with you, to comply with legal obligations, and/or in reliance on our legitimate interests. Where applicable law requires consent, we will rely on consent.

## 4. Why and how we disclose personal data

We may disclose your personal data to:

**Other Excis group companies**, which use the data for the purposes set out in this statement;

**Clients and other users of Excis Market**, where this is necessary to arrange or deliver work;

**Service providers we engage**, such as hosting, data analytics, payment processing, fraud prevention, IT infrastructure, customer support, email delivery, and auditing providers;

**Third-party service providers you ask us to use**, such as background-check, drug-testing, identity-verification, or insurance providers;

**Banking-validation providers**, used to verify bank account and routing details;

**Professional advisers**, including lawyers, auditors, accountants, and insurers;

**Acquirers or successors**, in connection with any actual or proposed reorganisation, financing, merger, sale, joint venture, or transfer of all or part of our business;

**Law enforcement, regulators, and other authorities**, where required by law, where necessary to protect our rights or the safety of our users, to prevent fraud, or to respond to lawful requests such as subpoenas or court orders.

## 5. Regional rights and disclosures

Below is a summary of categories of personal data we collect, the categories of recipients to which we disclose it for operational business purposes, and the purposes for which it is processed. We have not sold personal data, and we do not “share” personal data for cross-context behavioural advertising other than where indicated below.

Category of personal data	Recipients (operational business purposes)	Processing purposes (§3)	Shared for targeted advertising?
<b>Identifiers</b> — name, contact details, unique IDs, email, IP address, online identifiers, government-issued numbers.	Excis group companies; service providers and subcontractors; clients; legal and regulatory authorities; parties to a corporate transaction; with your consent, others.	(a)–(k)	Advertising networks (only where you have not opted out and where permitted by law).
<b>Customer-record information</b> — name, contact details, financial, education and employment information (as defined under California Civil Code §1798.80).	Same as above.	(a)–(k)	None.
<b>Protected-class characteristics</b> under applicable equality or anti-discrimination law (e.g. race, religion, gender, age, disability, veteran status).	Not collected for advertising purposes. May be collected only where required for compliance, equal-opportunity reporting, or with your consent.	(a), (b), (e), (h)	None.
<b>Commercial information</b> — transaction history, assignments performed, invoices.	Same as identifiers row.	(a)–(h), (k)	None.

Category of personal data	Recipients (operational business purposes)	Processing purposes (§3)	Shared for targeted advertising?
<b>Biometric information</b> — e.g. fingerprints, voiceprints, faceprints.	Not generally collected. Where collected for identity-verification or site-access purposes, only with your explicit consent and the explicit consent of the relevant client.	(a), (b), (f)	None.
<b>Internet or network activity</b> — IP address, device identifiers, MAC address, interaction logs.	Same as identifiers row.	(a), (b), (e)–(k)	Advertising networks (only where you have not opted out and where permitted).
<b>Geolocation data</b> — coarse and, where you have permitted it, precise device location.	Clients (for assignment dispatch and check-in/out), service providers, with your consent others.	(a), (c), (d), (f)	None.
<b>Audio, image or video data</b> — e.g. profile photographs, site photos uploaded with a work record.	Service providers, clients, with your consent others.	(a), (b), (d), (e), (h)	None.
<b>Education information</b> — qualifications, certifications, training history.	Same as identifiers row.	(a), (g)–(i)	None.
<b>Employment information</b> — work history, prior employers, worker type, performance feedback, background-check or drug-test results, role, compensation, skills, interests.	Same as identifiers row.	(a)–(e), (g)–(i)	None.
<b>Inferences</b> — assumptions drawn from the above to build a profile of preferences or characteristics.	Not used for advertising profiling.	(a), (i)	None.
<b>Sensitive personal data</b> — government identifiers (SSN/NI/EID/passport/driver's licence); financial account or card details with security credentials; precise geolocation; citizenship; trade-union membership; criminal history; health data where strictly necessary.	Service providers; clients (only where strictly necessary, e.g. background-check or compliance screening); regulators and authorities; parties to a corporate transaction; with your consent, others.	(a), (b), (d)–(g), (h)	None.

**Opt-out of targeted advertising and “sharing”.** To opt out of any future targeted advertising, including the “sharing” of your personal data for cross-context behavioural advertising, please visit [excisone.com](https://excisone.com) and use the *Cookie preferences – Do not share my data* link in the footer to disable advertising cookies. We also honour the Global Privacy Control (GPC) signal where your browser sends it.

## 6. Cookies and similar technologies

When you visit our websites or use our applications, we collect certain information automatically using technologies such as cookies, pixels, web beacons, server logs and browser-analysis tools. Cookies are small text files placed on your device that help us recognise you on return visits, remember your preferences, secure your account, and detect fraud. You can manage cookie preferences and disable most cookies through your browser settings.

Pixels and web beacons are small graphics embedded in web pages or emails that record whether a particular action has been taken. They help us measure engagement and improve our content and communications.

Information we collect automatically includes your operating system and browser type, device language, country and time-zone, IP address, the page that referred you, and the pages you view on our services. Often this information is used in a non-identifiable, aggregated form. Where it is linked to other personal data we hold about you, this statement applies to that linked data.

**Do Not Track.** Our websites do not currently respond to browser Do Not Track signals. You can manage your preferences using the controls described in sections 5, 11 and 12 of this statement.

**Embedded video.** Where our websites embed third-party video (for example from YouTube or Vimeo), the relevant third party may collect information such as your IP address when the video is played. Where supported, we enable privacy-enhanced playback modes, but we encourage you to review the privacy notices of those providers.

## 7. Third-party advertising

We may engage third-party advertising partners to deliver advertisements about our services on our own properties and elsewhere online. These partners may place or read cookies, use pixels, and combine the information they collect from us with information they collect from other sources. You can opt out of interest-based advertising through your browser settings, the Digital Advertising Alliance ([aboutads.info](http://aboutads.info)), the Network Advertising Initiative ([networkadvertising.org](http://networkadvertising.org)), the European Interactive Digital Advertising Alliance ([youronlinechoices.eu](http://youronlinechoices.eu)) for European users, or through the AppChoices app for mobile devices. We also honour the Global Privacy Control (GPC) signal.

## 8. Analytics

We use analytics services (for example, Google Analytics and similar tools) to understand how our services are used and to improve them. These services use cookies and similar technologies. You can opt out of Google Analytics by installing the browser add-on available from Google.

## 9. Anti-abuse tools

We use anti-abuse tools, such as reCAPTCHA, to protect our services from spam and automated misuse. These tools may collect information such as your IP address, the time of your visit, browser language and screen settings, and mouse and keyboard activity. Use of these tools is subject to the provider's own privacy policy and terms of service.

## 10. Location data and maps

We may collect your device's location through GPS, mobile network signals, Wi-Fi, or IP address. We use this to offer location-aware features such as showing assignments near you, supporting check-in and check-out at a worksite, and providing more relevant content. You can disable location services through your device settings, but some features of Excis Market may not work fully without them.

Our services may also use mapping tools such as Google Maps. Your use of these maps is also subject to the relevant provider's terms and privacy policy.

## 11. Mobile applications

When you download and use the Excis mobile application, we and our service providers may collect usage information such as when you access our systems, the device identifier, the operating-system version, and the features used. We use this to operate, secure and improve the application.

## 12. Information security

We maintain technical, administrative and physical safeguards designed to protect the personal data we hold against unauthorised access, alteration, disclosure and loss. We calibrate these safeguards to the sensitivity of the data concerned. No system can be guaranteed to be entirely secure, and we encourage you to use strong, unique passwords and to keep your credentials confidential.

### **13. Data retention**

We keep personal data for as long as needed for the purposes for which it was collected, and as required or permitted by applicable law. In practice we consider:

- the length of our ongoing relationship with you and the duration for which we may legitimately need the data to address questions or issues that may arise;

- any legal, tax, accounting, regulatory or contractual obligation that requires the data to be retained for a defined period;

- whether retention is advisable in light of applicable limitation periods, anticipated litigation, or regulatory investigations.

### **14. International data transfers**

Excis is headquartered in the United Kingdom and operates in more than 190 countries. Your personal data may be accessed by, or transferred to, our group companies and service providers in countries outside your country of residence, including the United Kingdom, the European Economic Area, the United States, the United Arab Emirates, India, Thailand, and elsewhere. Data-protection rules in those countries may differ from those in your country. Where we transfer personal data internationally, we rely on appropriate safeguards, such as the UK International Data Transfer Agreement, the UK Addendum to the EU Standard Contractual Clauses, the EU Standard Contractual Clauses, adequacy decisions, or other lawful transfer mechanisms.

### **15. Third-party services**

This statement covers only Excis's own data practices. It does not cover the privacy practices of any third party, including third-party websites or services that you reach through links on our sites. We recommend reviewing the privacy notices of any third-party service before sharing personal data with them.

Where Excis Market lets you make or receive payments through a third-party payment service, your personal data will be collected by that provider and handled under its own privacy policy, not this statement.

### **16. Use by minors**

Excis Market is not directed to individuals under 18 and we do not knowingly collect personal data from individuals under 18. We do not sell or knowingly "share" for cross-context behavioural advertising the personal data, including sensitive personal data, of anyone under 18.

### **17. Sensitive personal data**

Where required by applicable law, we collect, use and disclose sensitive personal data only with your consent or where another lawful basis applies. We use such data for limited purposes, such as identity verification, compliance and security, payment processing, providing the service you have requested, customer service, account servicing, quality assurance, storage, and limited first-party (non-personalised) advertising. We do not use sensitive personal data for the purpose of inferring characteristics about you.

Unless we specifically request it, please do not send us sensitive personal data — such as government identifiers, information about racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, health, biometric or genetic data, or criminal history — through Excis Market or otherwise.

### **18. Automated decision-making**

In some cases we use automated processing of personal data to deliver our services. For example, we may automatically match you with assignments based on your skills, location, and history. Where an automated decision produces legal effects concerning you or similarly significant effects, you have the right to obtain human intervention, express your point of view, and contest the decision. You can exercise this right by contacting us at the address in section 23.

## 19. Communication preferences

You can limit the personal data you provide to us and the marketing messages you receive. To opt out of marketing emails, use the “unsubscribe” link at the bottom of any marketing message we send. If you are actively receiving services from us we may still send you administrative or transactional messages that you cannot opt out of.

## 20. Your rights and how to exercise them

Subject to the laws that apply to you, you may have a number of rights regarding your personal data, including the right to:

**Access** the personal data we hold about you, and obtain a copy in a portable format where applicable;

**Correct** inaccurate or incomplete personal data;

**Delete** personal data, subject to legal and contractual exceptions;

**Object to or restrict** certain processing, including direct marketing;

**Withdraw consent** at any time, where processing is based on your consent (without affecting prior lawful processing);

**Opt out of targeted advertising**, including any “sharing” of personal data for cross-context behavioural advertising;

**Contest automated decisions** that have legal or similarly significant effects (see section 18);

**Lodge a complaint** with a supervisory authority (see section 24).

To make a request, please email [privacy@excis.com](mailto:privacy@excis.com) or write to the address in section 23. We will respond in accordance with applicable law. We may ask for information to verify your identity before responding, and may ask you to confirm a deletion request before acting on it. If you maintain a password-protected account, we may verify you through normal account-authentication processes.

## 21. Regional supplements

### United Kingdom and European Economic Area (UK GDPR and EU GDPR)

Where the UK GDPR or EU GDPR applies, the legal bases on which we rely are: performance of a contract with you, compliance with legal obligations, our legitimate interests (such as operating, securing and improving our services, and managing our business), and, where required, your consent. You have rights of access, rectification, erasure, restriction, objection, and data portability, and the right not to be subject to solely automated decisions that produce legal or similarly significant effects without appropriate safeguards. You may lodge a complaint with your local supervisory authority, including the UK Information Commissioner’s Office ([ico.org.uk](http://ico.org.uk)).

### United States (state consumer privacy laws)

If you are a resident of a US state that grants you consumer privacy rights — including California, Colorado, Connecticut, Delaware, Florida, Indiana, Iowa, Kentucky, Maryland, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, Oregon, Rhode Island, Tennessee, Texas, Utah, and Virginia — you have rights to know, access, correct, delete, and obtain a portable copy of your personal data, and to opt out of the sale of personal data, “sharing” for cross-context behavioural advertising, and certain profiling, subject to your state’s requirements.

We will not discriminate against you for exercising these rights. **We do not sell personal data**, and we have not done so in the preceding 12 months. If you are a resident of Colorado, Connecticut, Delaware, Maryland, Montana, New Hampshire, New Jersey, Oregon, Rhode Island, Texas, or Virginia and we decline to act on your request, you may appeal that decision by writing to [privacy@excis.com](mailto:privacy@excis.com).

**Nevada.** Nevada residents may direct us not to sell their covered information by emailing [privacy@excis.com](mailto:privacy@excis.com). Excis does not sell covered information as that term is defined under Nevada law.

### Canada (PIPEDA and provincial laws)

Where Canadian privacy law applies, we collect, use and disclose personal information with your knowledge and consent (express or implied as the context permits), for the purposes set out in this statement, and we limit collection to what is reasonably necessary. You may withdraw consent in many circumstances, subject to legal and contractual restrictions, and you may complain to the Office of the Privacy Commissioner of Canada or the relevant provincial regulator.

### United Arab Emirates (Federal Decree-Law No. 45 of 2021 and DIFC/ADGM regimes)

Where UAE personal-data-protection law applies, we rely on the lawful bases set out in that law, including contract, legal obligation, legitimate interest, and consent. You have rights to access, correct, erase, restrict and object to certain processing, and to data portability, exercisable by writing to [privacy@excis.com](mailto:privacy@excis.com).

### Thailand (Personal Data Protection Act, PDPA)

Where the Thai PDPA applies, we collect, use, and disclose personal data on the lawful bases set out in the PDPA, including contract, legal obligation, legitimate interest, vital interest, public interest, and consent. You have rights of access, rectification, erasure, restriction, objection, data portability, and withdrawal of consent, and you may complain to the Office of the Personal Data Protection Committee.

### Other regions

Where the laws of another country or region give you additional rights — including Brazil (LGPD), Singapore (PDPA), Australia (Privacy Act), South Africa (POPIA), Saudi Arabia (PDPL), India (DPDP Act), and others — we honour those rights to the extent they apply. To exercise them, please contact us using the details in section 23.

## 22. Authorised agents

You may designate an authorised agent to make a request on your behalf. We will not release information to an agent until we have verified the agent's authority. We may also ask you to confirm directly that you have given the agent permission to act for you, and to verify your own identity.

## 23. How to contact us

If you have questions about this statement or our handling of your personal data, please contact us:

**Email:** [privacy@excis.com](mailto:privacy@excis.com)

**Support:** [support@excis.com](mailto:support@excis.com)

### Excis Compliance Ltd

Data Protection Office

United Kingdom

[excisone.com](http://excisone.com)

Excis Compliance Ltd is the legal entity responsible for the collection, use and disclosure of personal data described in this statement.

## 24. How to lodge a complaint

If you believe we have not handled your personal data properly, or that we have not met our obligations under applicable data-protection law, please contact us first at [privacy@excis.com](mailto:privacy@excis.com) so we have an opportunity to address your concern. You may also lodge a complaint with your local data-protection authority. For UK residents, this is the Information Commissioner's Office ([ico.org.uk](http://ico.org.uk)). For EEA residents, a list of national supervisory authorities is maintained by the European Data Protection Board ([edpb.europa.eu](http://edpb.europa.eu)).

## **25. Changes to this statement**

We may update this statement from time to time. When we do, we will revise the "Last updated" date at the top of the document. Changes take effect when the updated statement is posted on our websites or made available through our applications. We encourage you to review this statement periodically.

## Appendix A — Document version history

This statement is reviewed at least annually and whenever a material change to our personal-data practices, applicable law, or the Excis Market service requires an update. All changes are recorded below.

Version	Date	Author	Summary of change
1.0	18 May 2026	Data Protection Office	Initial publication of the Excis Market Consumer Privacy Statement.

Next scheduled review: **18 May 2027**. Material changes between scheduled reviews will be published with a revised effective date and a new entry in this table.

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