



RAINBOW INCLUSION STOCKTAKE

The Rainbow Inclusion Stocktake Terms and Conditions related to Intellectual Property and Privacy of Information

The client agrees that

- **Pricing and product**
 - The Rainbow Diversity and Inclusion Stocktake (Stocktake) is a survey tool completed by the client. Although the Stocktake usually consist of 1 survey per organisations, some larger or multi-divisional or multi-national organisations may have multiple surveys for their organisation. The additional surveys conducted (and reports generated) will be charged at full price per the Stocktake price list on www.pridepledge.co.nz , unless there is an agreement in writing with South Pacific Pride Ltd to the contrary.
 - Survey results are reported back in a standardised reporting process and format and additional consulting and coaching will be carried out as outlined in the invoice and may incur additional and separate charges.
- **Intellectual Property:**
 - The Stocktake is owned by South Pacific Pride Ltd T/A Pride Pledge and is the intellectual property of South Pacific Pride Ltd.
 - The Stocktake report, once produced and sent to the client is the property of the client. The client may share and or copy this information with any stakeholder for any purpose they choose.
 - The Stocktake report benchmarking data is the property of South Pacific Pride Ltd.
- **Privacy of Information:**
 - South Pacific Pride Ltd will manage all information collected by clients in line with the provisions of The Privacy Act 1993.
 - Information collected by South Pacific Pride Ltd in the Stocktake will only be used for the purposes of:
 - Producing the client report
 - Collecting information to build benchmarks across industry types.
 - Informing 'best practice' including training and policy material
 - Participating client names / brands will be listed on a participant list in the benchmark process
 - Participating client data will be included in developing benchmarking data by South Pacific Pride Ltd as combined respondent data
 - Individual client responses will not be identifiable in published benchmark data
 - Individual client details on scores, ranks or benchmarks will not be released or disclosed by South Pacific Pride Ltd other than to the individual client whose data was collected. No individual client responses or scores will be disclosed without the express written consent of the client.
 - South Pacific Pride Ltd reserves the right to publicly release benchmark data
 - The client may request any information held by South Pacific Pride Ltd related to the client's responses and data at any time and South Pacific Pride Ltd will provide full access to the client's file.
 - South Pacific Pride Ltd will store all the data collected and reports on South Pacific Pride Ltd's secure dropbox, and in Survey Monkey.