



Statement on Data Protection

The PAN Group (comprising Performance Assessment Network, Inc., its US subsidiary Institute for Personality and Ability Testing, Inc., and its UK subsidiary IPAT Holdings Limited, is an international group of companies offering personality assessment tools and training to HR specialists, professional psychologists and talent development practitioners, with offices in the US, and the UK and Europe. We work directly or through international partners with multinational corporations and public sector bodies in multiple countries globally.

We value our reputation for ethics and integrity, and seek to operate in a client-focussed fashion in all areas of our business and locations.

Every individual has rights as to how their personal data is handled and we recognize the need to treat all such data in an appropriate and lawful manner, according to the classification of such data. In respect of our UK and EU operations, IPAT Holdings Limited operates in compliance with UK and EU data protection and privacy requirements. Personal data, including sensitive data, are subject to certain legal safeguards specified in the Data Protection Act 1998, a UK statute which gives effect to European legislation including the EC Data Protection Directive 95/96/EC and which accords with similar national legislation across other EU member states.

The PAN Group is committed to complying with the Data Protection Act in respect of its UK and EU operations. Our [16pf.com Privacy Policy](#) sets out how we handle data, and our internal Data Protection Policy and other procedures set out how our officers, employees and associated persons shall operate in relation to personal data, sensitive data and other data protection matters, including collection, storage, processing and destruction of data, including the technical and organisational measures that we take in order to prevent unauthorized and unlawful processing, accidental loss or destruction or damage to personal data. We expect all our officers, employees and associated persons to comply with our policies and procedures in all aspects of their day-to-day work.

Companies within the PAN Group (Performance Assessment Network, Inc., The Institute for Personality and Ability Testing, Inc. and IPAT Holdings Limited) have together entered into EU standard contractual clauses for transfers of data (the model contract), ensuring adequacy of privacy measures in accordance with EU data protection principles, including undertakings to act in respect of data derived from our business related to the (i) 16pf® and (ii) Hilson™ and public safety related suite of products in accordance with our privacy and information security measures.

If you have any questions about how we process personal data, please refer to our [16pf.com Privacy Policy](#) or contact us. We are committed to ensuring we act in accordance with data protections laws, and will take seriously any data protection concerns you raise with us.

Privacy Officer
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