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information they need to perform their specific services.They may only use your data for the exact purposes we specify in our contract with them.We work closely with them to ensure your privacy is respected and protected at all times.If we stop using their services, any of your data held by them will either be deleted or rendered anonymous.Examples of the kind of third parties we work with are:Direct marketing companies who help us manage our electronic communications with you,Google/Facebook to show you our content which might interest you while you're browsing the internet. This is based on either your marketing consent or your acceptance of cookies on our website. See our Cookies Notice for details>Data insight companies to ensure your details are up to date and accurateRecruitment agencies and platforms who assist with recruitment activitiesPsychometric testing companies who assist with the recruitment processPayment gateway providers and IT companies who support our website and other business systems.Operational companies such as delivery couriersManagement software to assist with supplier informationWe will only share your data with third parties for their own purposes in very specific circumstances, for example:With your consent, given at the time you supply your personal data, we may pass that data to a third party for their direct marketing purposes.For fraud management, we may share information about fraudulent or potentially fraudulent activity in our premises or systems. This may include sharing data about individuals with law enforcement bodies.We may also be required to disclose your personal data to the police or other enforcement, regulatory or Government body, in your country of origin or elsewhere, upon a valid request to do so. These requests are assessed on a case-by-case basis and take the privacy of our customers into consideration.We may, from time to time, expand, reduce or sell ARRIVAL and this may involve the transfer of divisions or the whole business to new owners. If this happens, your personal data will, where relevant, be transferred to the new owner or controlling party, under the terms of this Privacy Notice.We currently use the following companies, who will process your personal data as part of their contracts with us:GoogleFacebookLinkedInMailchimpOdoorAirtableLeverStripeInstagramTwitterSprout socialProcoreSometimes we will need to share your personal data with third parties and suppliers outside of the UK and European Economic Area (EEA). The EEA includes all EU Member countries as well as Iceland, Liechtenstein and Norway. We may transfer personal data that we collect from you to third-party data processors in countries that are outside the EEA.If we do this, we have procedures in place to ensure your data receives the same protection as if it were being processed inside the EEA. For example, our contracts with third parties stipulate the standards they must follow at all times. If you wish for more information about these contracts, please contact our Legal Department.Any transfer of your personal data will follow applicable laws and we will treat the information under the guiding principles of this Privacy Notice.You have the right to request:Access to the personal data we hold about you, free of charge in most cases.The correction of your personal data when incorrect, out of date or incomplete.The deletion of the data we hold about you, in specific circumstances; for example, when you withdraw consent or object, and we have no legitimate overriding interest, or once the purpose for which we hold the data has come to an end.A computer file in a common format (CSV or similar) containing the personal data that you have previously provided to us, and the right to have your information transferred to another entity where this is technically possible.Restriction of the use of your personal data, in specific circumstances, generally while we are deciding on an objection you have made.That we stop processing your personal data, in specific circumstances; for example, when you have withdrawn consent, or object for reasons related to your individual circumstances.That we stop using your personal data for direct marketing (either through specific channels, or all channels).That we stop any consent-based processing of your personal data after you withdraw that consent.Object to decisions being taken by automated means which produce legal effects concerning you or similarly significantly affect you.You can contact us to request to exercise these rights at any time by sending an email to . If we choose not to action your request, we will explain the reasons for our refusal.Whenever you have given us your consent to use your personal data, you have the right to change your mind at any time and withdraw that consent.In cases where we are processing your personal data on the basis of our legitimate interest, you can ask us to stop for reasons connected to your individual situation. We must then do so unless we believe we have a legitimate overriding reason to continue processing your personal data, such as administration of an extended warranty.You have the right to stop the use of your personal data for direct marketing activity through all channels, or selected channels. We must always comply with your request to protect the confidentiality of your information. We will ask you to verify your identity before proceeding with any request you make under this Privacy Notice.If you have authorised a third party to submit a request on your behalf, we will ask them to prove they have your permission to act.There are several ways you can stop direct marketing communications from us:Click the unsubscribe link in any email communications that we send you. We will then stop any further emails.Write to the Legal team at Arrival UK Ltd, Beaumont House, Avonmore Road, London W14 8TS.Send an email to .Please note that you may continue to receive communications for a short period after changing your preferences while our systems are fully updated.By placing an order with us, browsing our website, including for analytics and website usage research, and/or agreeing to receive direct marketing electronic communications as described in this Privacy Policy and our Cookies Policy, you expressly consent to the processing of your personal data by us or on behalf of us. Of course, you still have the right to ask us not to process your data in these ways, and if you do so, we will respect your wishes.Sometimes we will need to transfer your personal data between countries to enable us to supply the goods or services you have requested. In the ordinary course of business, we may transfer your personal data to third parties located in the UK to your country of residence. You hereby expressly consent to such overseas use, transferring and disclosure of your personal data outside of your country of residence for such purposes.We shall endeavour to ensure that reasonable steps are taken to procure that all such third parties outside of your country of residence shall not use your personal data other than for that part of the purposes as set out in this Privacy Policy and to adequately protect the confidentiality and privacy of your personal data.If you have any questions, please contact our Data Privacy Team, and we will respond within your local timeframe response requirements. To complain about an alleged breach of this Privacy Policy or our privacy obligations at law, please provide us with as much detail as possible in relation to your complaint. We will take any privacy complaint seriously and any complaint will be assessed with the aim of resolving any issue in a timely and efficient manner. We hope this Privacy Policy has been helpful in setting out the way we handle your personal data and your rights to control it.If you have any questions that haven't been covered, please contact our Legal team who will be pleased to help you:Email us at Or write to us at For the Attention of the Data Privacy Team, ARRIVAL UK Ltd, Beaumont House, Avonmore Road, London W14 8TS.This Policy was last updated on the 7th June 2022.Arrival is committed to the highest standards of social and environmental responsibility and ethical conduct. We strive to become a company that is well respected by customers and the public through a clear establishment of transparent, fair business activities and ethical values, and we actively practice Corporate Social Responsibility (CSR) through effective response to social issues. We value our competitiveness and future worth, and actively protect the information of our customers and suppliers. Through continuous R&D and eco-friendly business activity, we practice eco-friendly management to pass down a clean environment.At Arrival, we engage with Suppliers that are committed to providing safe working conditions, treating workers with dignity and respect, acting fairly and ethically, and using environmentally responsible practices wherever they make products or perform services for us.We expect all Suppliers, and their Subsidiaries, Affiliates and Subcontractors, to act in accordance with Arrivals Suppliers Code of Conduct (the Code) and in full compliance with all laws and regulations. Where differences arise between standards set out in the Code and legal requirements, the greater standard shall apply.In order to ensure the standards are cascaded throughout the supply chain, Arrival expects Suppliers to consistently monitor and enforce these standards in their own operations and supply chain, as well as make improvements to meet or exceed our expectations.Arrival reserves the right to assess its Suppliers compliance with the Code. Any violations of this Code may affect the Suppliers relationship with Arrival and may result in termination. Termination will be considered when a Supplier refuses to cooperate with an assessment, refuses to change a required behaviour or practice, does not make timely progress on remediation, or engages in falsification or misrepresentation of record or other illegal or deceitful activity.For the purposes of this Document, Arrival includes Arrival UK Ltd and its Affiliates including Arrival UK Ltd, Arrival Automotive UK Ltd, Arrival Automotive Inc and Arrival Elements B.V.Arrival expects its Suppliers to comply fully with all employment laws applicable in the relevant countries and share its commitment to respect all human rights and to provide equal opportunity in the workplace.Restriction on Forced Labour: Suppliers must ensure that all work is voluntary. Suppliers shall not traffic persons or use any form of slave, forced, bonded, indentured, or prison labour. Involuntary labour includes the transportation, harbouring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.Workers Compensation: Suppliers shall compensate workers in accordance with applicable local laws and regulations, including those relating to minimum wages, overtime hours and legally mandated benefits.Working Hours: Arrival expects the Supplier to comply with all applicable local laws and regulations in relation to working and resting hours and maximum consecutive working days of workers.Prevention and Protection of Young Workers: Suppliers shall employ workers who are at least 16 years of age, or the applicable minimum legal age for employment. Any workers under the age of 18 must not perform hazardous work that is likely to jeopardise their health or safety, or which compromises their education, i.e. night shifts or overtime.Anti-discrimination: Suppliers must commit to a workforce and workplace free of harassment and unlawful discrimination. While Arrival recognise and respect cultural differences, Suppliers must provide equal opportunity in the workplace and not engage in discrimination in hiring, compensation, access to training, promotion, termination, and/or retirement based on race, colour, sex, national origin, religion, age, disability, gender identity or expression, marital status, pregnancy, sexual orientation, political affiliation, union membership, or veteran status. Suppliers must accommodate all disabilities to the extent required by law.Anti-harassment and Abuse: Suppliers must not engage in physical abuse or physical abuse, or sexual or other harassment. Verbal abuse or other forms of intimidation are prohibited.Freedom of Association: Arrival expects Suppliers to respect workers rights to freedom of association and collective bargaining in accordance with local legal requirements, without interference, discrimination, retaliation or harassment, as well as respect the right of workers to refrain from such activities.Grievance Systems: Suppliers shall ensure that workers have an effective mechanism to report grievances and that facilitates open communication between management and workers.Arrival Suppliers are expected to develop and implement health and safety management practices in all aspects of their business. At a minimum, Suppliers must demonstrate that health and safety management is integral to the business, encourages employee participation, and provides appropriate communication channels for employee access to health and safety information.Health and Safety Permits: Suppliers should ensure that all required permits, licenses, inspection and testing reports are in place, up to date and available as required by lawOccupational Health and Safety Management: Suppliers must comply with all applicable occupational health and safety laws and regulations, including but not limited to, laws and regulations that address occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food, and housing.Working Conditions: Suppliers provide a safe and healthy work environment for all employees and take action to minimise the causes of hazards inherent in the working environment.Incident Reporting: Arrival expects Suppliers to have a system for workers to report health and safety incidents and near misses, as well as a system to investigate, track, and manage such reports. Suppliers shall implement corrective action plans to mitigate risks, provide necessary medical treatment, and facilitate workers return to work.Emergency Preparedness and Responses: Suppliers shall ensure that emergency exits as well as fire detection, alarm and suppression systems are in place and operational at all times.Arrival recognises its social responsibility to protect the environment. We expect Suppliers to share our commitment by responding to challenges posed by climate change and working toward protecting the environment. Arrival encourages Suppliers to implement systems that are designed to minimise the impact on the environment through their supply chain, the production process, and the products themselves.Compliance with Environmental Laws: Arrival expects all Suppliers to comply with applicable environmental laws and regulations, including, but not limited to, those that regulate hazardous materials, air and water emissions and wastes. All environmental permits, approvals and registrations required in each relevant site should be obtained, maintained and kept current.Pollution, Waste and Resource Management: The levels of natural resource usage and production of waste and emissions should be monitored and managed effectively in line with local laws and good practice and minimised/eliminated where possible or replaced with renewable sources. Natural resource usage includes resources such as water, fossil fuels and minerals. Pollutants include air emissions and waste materials generated by the supplier. All waste products should be disposed of responsibly and wherever possible, the recycling of waste should be optimized.Handling of Hazardous Materials: Identify any hazardous chemicals or other materials that may be released and eliminate these if possible. Any remaining materials which may pose a threat to the environment must be managed appropriately to ensure their safe handling, movement, storage, use, reuse, recycling, and disposal.Solid Waste: Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous).Materials Restrictions: Suppliers must adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labelling for recycling and disposal.Arrival expects the highest standards of ethical conduct in all of our endeavours. Arrival expects Suppliers to always be ethical in every aspect of its nosiness, including relationships, practices, sourcing and operations.Responsible Sourcing of Materials: Suppliers are expected to exercise due diligence on relevant materials in their supply chain via a due diligence management system in order to identify applicable risks and take appropriate steps to mitigate them. Due diligence shall be conducted in order to determine whether relevant materials originate from regions with high risks, which include areas associated with conflict, child labour, forced labour and human trafficking, human rights violations, or other reasonably objective high-risk activities, including severe health and safety risks and negative environmental impacts.Anti-bribery and anti-corruption: Suppliers shall not engage in corruption, extortion, embezzlement or bribery, to obtain an unfair or improper advantage. Suppliers shall abide by all applicable anti-corruption laws and regulations of the countries in which they operate, including the Bribery Act 2010 and applicable international anti-corruption conventions. Suppliers must not offer, give, or promise anything of value, either directly or indirectly, to government officials to encourage them to act improperly or to reward them for doing so. Prohibited payments can take many forms including, but not limited to cash or cash equivalents, gifts, meals, and entertainment.Conflicts of Interest: Suppliers must avoid actual improprieties and conflicts of interests or the appearance of either.Maintenance and Disclosure of Documents: Arrival expects all Suppliers to honestly and accurately record and report all business information, including labour, health and safety and environmental practices, and comply with all applicable laws regarding their completion and accuracy. Suppliers shall disclose such information, without falsification or misrepresentation, to all appropriate parties and as required by law.Whistle-blower Protection and Complaints: Suppliers shall provide an anonymous complaint mechanism for managers and workers to report workplace grievances. Suppliers shall protect whistle-blower confidentiality and prohibit retaliation.Protection of Intellectual Property: Suppliers shall respect intellectual property rights and safeguard customer information. Suppliers shall manage technology and know-how in a manner that protects intellectual property rights.Arrival is committed to conducting business with the highest possible standards of ethics. We therefore want to hear from you as soon as possible if you witness any illegal or unethical behaviour from anyone working for or on behalf of Arrival.There are a number of ways in which you can notify us:Via our Speak Up Team ; orAnonymously via our independent third-party Ethics Point hotline or web reporting tool which are available 24 hours a day, seven days a week. Please visit arrival.ethicspoint.com to submit a report or find the hotline number for your region.Arrival x Charlotte: 0-800Radical impact | Arrival: 0-800

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