



Workplace Fertility Research – Privacy Policies

This Can Happen Global, Privacy Policy

Effective Date 30th March 2025

This is the privacy policy of SBL Ideas Ltd, T/a This Can Happen Global which is the Data Controller and Data Processor. We can be contacted at: hello@thiscanhappenglobal.com or in writing to SBL Ideas Ltd, T/a This Can Happen Global, 19-20 Bourne Court Southend Road, Essex, United Kingdom, IG8 8HD

This Can Happen Global is committed to protecting your privacy and we take our responsibilities regarding the security of our customers' information seriously. The following privacy policy sets out how we use and protect the information you provide us. The bottom line is that we promise to treat your information as confidential and that we never share your personal details with any other organisation.

Your information

When you agree to complete a survey or register to give us your details at the end of the survey you may be required to provide a range of information about yourself for example (but not restricted to) your name, address, email address. We may also capture information about your views to a topic and usage of our Website (for example, the URL you came from, IP address domain types like .co.uk and .com, your browser type and the pages of our website that were viewed during your visit) ("Your Information").

We may, on occasion, use IP addresses to analyse trends, administer the site, track user movement, and gather broad demographic information for aggregate use. IP addresses are not linked to personally identifiable information.

Use of your information

Your Information will be used to process your answers to any surveys in which you have chosen to participate. We may also contact you occasionally for your views on our services where you have given us permission.

If, at any time, you wish to update Your Information or if you wish to opt-out of receiving these notifications from us please email hello@thiscanhappenglobal.com

We will use Your Information in accordance with the Data Protection Act 1998 and any other laws or regulations currently in force in the United Kingdom (the "Data Protection Legislation"). We are registered with the Information Commissioner's Office as a data controller under the Data Protection Act 1998.

When you answer a survey you confirm that you do not and will not consider any of the uses of Your Information described above as being a breach of any of your rights under the Data Protection Legislation. When you become a future research respondent you are consenting to us using Your Information for bona fide Market Research purposes.

Occasionally, as part of the Market Research process, we may request sensitive personal information, including, but not limited to; ethnicity, sexual habits, income, voting intent, etc. You do not have to give This Can Happen Global this information – there will be a ‘prefer not to state’ option in the question or you can simply not complete the survey – and, if you do provide this information, This Can Happen Global guarantee to treat it with full and proper confidentiality.

Disclosing your information to third parties

This Can Happen Global conducts market research on behalf of its clients. Information supplied by This Can Happen Global Respondents will be disclosed to these third parties in anonymised aggregate form, and none of these third parties could ever use this data to identify any This Can Happen Global Respondents, or to contact This Can Happen Global Respondents without their permission.

On occasions we partner with other parties to provide specific services or manage specific surveys. When the This Can Happen Global Respondents signs up for these services, we will share names, or other contact information that is necessary for the third party to provide these services. These parties are not allowed to use personally identifiable information except for the purpose of providing these services. This Can Happen may from time to time publish anonymised aggregate data on this Website but will never publish Your Information without your express and specific permission.

Except as described above, This Can Happen Global does not sell, trade, or rent Your Information to others. We do not disclose Your Information to third parties without consent unless legally required to do so or where such disclosure is necessary to enable third parties who act for us to process any compensation or prizes due to you. Those third parties process information, process payments and deliver prizes and provide support services on our behalf.

We require all of these third parties to treat your personal information as fully confidential and we will take reasonable steps to ensure that your information is used by third parties in accordance with this policy.

Security to protect your information

You should take appropriate steps to protect Your Information: You should ensure that any machine that you use to provide data to This Can Happen is secure and bona-fide. We advise you to ensure that your browser software is up to date, that you have appropriate anti-virus software and that you are in a private environment (e.g. free from ‘shoulder-surfers’) before providing any confidential personal information.

We employ security measures to protect Your Information from being accessed by unauthorised persons and against unlawful processing, accidental loss, destruction and damage. We will retain Your Information for a reasonable period or as long as the law requires.

Cookies

“Cookies” are small pieces of information sent by a web server to a web browser, which enables the server to collect information from the browser.

We may use Cookies for the following purposes:

- to simplify the logging on process for registered users of the Website;
- to help ensure the security and authenticity of registered users;
- to provide the mechanisms for completing our online surveys; and
- to enable traffic monitoring.

Cookies can be disabled by changing the settings on your browser. Most browsers allow you to turn off the cookie function. If you want to know how to do this please look at the help menu on your browser. [Even without a cookie you can use most of the features on the Website].

Secure sockets layer (‘SSL’)

This and future survey data is held on secure servers. All data will be securely transmitted and encrypted over the Internet by using SSL encryption or such other standard as may, in time, replace it. All data stored about the research will be securely stored on our database server, which is located behind an industry standard firewall.

Changes to our privacy policy

We reserve the right to revise this Privacy Policy at any time by updating this posting.

Fertility Matters at Work, Privacy and Cookies Policy

1. Introduction

1.1 We are committed to safeguarding the privacy of our website visitors and service users.

1.2 This policy applies where we are acting as a data controller with respect to the personal data of our website visitors and service users; in other words, where we determine the purposes and means of the processing of that personal data.

1.3 We use cookies on our website. Insofar as those cookies are not strictly necessary for the provision of our website and services, we will ask you to consent to our use of cookies when you first visit our website.

1.4 Our website incorporates privacy controls which affect how we will process your personal data. By using the privacy controls, you can specify whether you would like to receive direct marketing communications and limit the publication of your information.

1.5 In this policy, “we”, “us” and “our” refer to Fertility Matters at Work . For more information about us, see Section 13.

2. Credit

2.1 This document was created using a template from Docular (<https://docular.net>).

3. How we use your personal data

3.1 In this Section 3 we have set out:

- (a) the general categories of personal data that we may process;
- (b) in the case of personal data that we did not obtain directly from you, the source and specific categories of that data;
- (c) the purposes for which we may process personal data; and
- (d) the legal bases of the processing.

3.2 We may process data about your use of our website and services (“**usage data**“). The usage data may include your IP address, geographical location, browser type and version, operating system, referral source, length of visit, page views and website navigation paths, as well as information about the timing, frequency and pattern of your service use. The source of the usage data is our analytics tracking system. This usage data may be processed for the purposes of analysing the use of the website and services. The legal basis for this processing is consent.

3.3 We may process your website user account data (“**account data**“). The account data may include your name and email address. The account data may be processed for the purposes of operating our website, providing our services, ensuring the security of our website and services, maintaining back-ups of our databases and communicating with you. The legal basis for this processing is consent.

3.4 We may process information that you post for publication on our website or through our services (“**publication data**“). The publication data may be processed for the purposes of enabling such publication and administering our website and services. The legal basis for this processing is our legitimate interests, namely the proper administration of our website and business.

3.5 We may process information contained in any enquiry you submit to us regarding goods and/or services (“**enquiry data**“). The enquiry data may be processed for the purposes of offering, marketing and selling relevant goods and/or services to you. The legal basis for this processing is our legitimate interests, namely the proper administration of our website and business.

3.6 We may process information relating to transactions, including purchases of goods and/or services, that you enter into with us and/or through our website (“**transaction data**“). The transaction data may include your contact details, your card details and the transaction details. The transaction data may be processed for the purpose of supplying the purchased goods and/or services and keeping proper records of those transactions. The legal basis for this processing is the performance of a contract between you and us and/or taking steps, at your request, to enter into such a contract; providing that, if you are not the person

contracting with us, the legal basis for this processing is our legitimate interests, namely the proper administration of our website and business.

3.7 We may process information that you provide to us for the purpose of subscribing to our email notifications and/or newsletters (“**notification data**”). The notification data may be processed for the purposes of sending you the relevant notifications and/or newsletters. The legal basis for this processing is our legitimate interests, namely communications with our website visitors and service users.

3.8 We may process any of your personal data identified in this policy where necessary for the establishment, exercise or defence of legal claims, whether in court proceedings or in an administrative or out-of-court procedure. The legal basis for this processing is our legitimate interests, namely the protection and assertion of our legal rights, your legal rights and the legal rights of others.

3.9 We may process any of your personal data identified in this policy where necessary for the purposes of obtaining or maintaining insurance coverage, managing risks, or obtaining professional advice. The legal basis for this processing is our legitimate interests, namely the proper protection of our business against risks.

3.10 In addition to the specific purposes for which we may process your personal data set out in this Section 3, we may also process any of your personal data where such processing is necessary for compliance with a legal obligation to which we are subject, or in order to protect your vital interests or the vital interests of another natural person.

3.11 Please do not supply any other person’s personal data to us, unless we prompt you to do so.

4. Providing your personal data to others

4.1 We may disclose your personal data to our insurers and/or professional advisers insofar as reasonably necessary for the purposes of obtaining or maintaining insurance coverage, managing risks, obtaining professional advice, or the establishment, exercise or defence of legal claims, whether in court proceedings or in an administrative or out-of-court procedure.

4.2 Your personal data held in our website database will be stored on the servers of our hosting services providers identified at Bluehost.com.

4.3 We may disclose usage data to our suppliers or subcontractors insofar as reasonably necessary to improve on our podcast and the services we offer to you.

4.4 In addition to the specific disclosures of personal data set out in this Section 4, we may disclose your personal data where such disclosure is necessary for compliance with a legal obligation to which we are subject, or in order to protect your vital interests or the vital interests of another natural person. We may also disclose your personal data where such disclosure is necessary for the establishment, exercise or defence of legal claims, whether in court proceedings or in an administrative or out-of-court procedure.

5. International transfers of your personal data

5.1 In this Section 5, we provide information about the circumstances in which your personal data may be transferred to countries outside the European Economic Area (EEA).

5.2 The hosting facilities for our website are situated in USA. The European Commission has made an “adequacy decision” with respect to the data protection laws of each of these countries. Transfers to each of these countries will be protected by appropriate safeguards, namely the use of standard data protection clauses adopted or approved by the European Commission.

5.3 You acknowledge that personal data that you submit for publication through our website or services may be available, via the internet, around the world. We cannot prevent the use (or misuse) of such personal data by others.

6. Retaining and deleting personal data

6.1 This Section 6 sets out our data retention policies and procedure, which are designed to help ensure that we comply with our legal obligations in relation to the retention and deletion of personal data.

6.2 Personal data that we process for any purpose or purposes shall not be kept for longer than is necessary for that purpose or those purposes.

6.3 We will retain your personal data as follows:

(a) usage data will be retained for a minimum period of 5 years following the date of collection, and for a maximum period of 20 years following that date;

(b) account data will be retained for a minimum period of 1 year following the date of closure of the relevant account, and for a maximum period of 5 years following that date;

(c) publication data will be retained for a minimum period of 5 years following the date when the relevant publication ceases to be published on our website or through our services, and for a maximum period of 1 year following that date;

(d) enquiry data will be retained for a minimum period of 5 years following the date of the enquiry, and for a maximum period of 5 years following that date;

(e) transaction data will be retained for a minimum period of 5 years following the date of the transaction, and for a maximum period of 20 years following that date;

(f) notification data will be retained for a minimum period of 5 years following the date that we are instructed to cease sending the notifications, and for a maximum period of 12 years following that date (providing that we will retain notification data insofar as necessary to fulfil any request you make to actively suppress notifications);

6.4 Notwithstanding the other provisions of this Section 6, we may retain your personal data where such retention is necessary for compliance with a legal obligation to which we are subject, or in order to protect your vital interests or the vital interests of another natural person.

7. Your rights

7.1 In this Section 7, we have listed the rights that you have under data protection law.

7.2 Your principal rights under data protection law are:

- (a) the right to access – you can ask for copies of your personal data;
- (b) the right to rectification – you can ask us to rectify inaccurate personal data and to complete incomplete personal data;
- (c) the right to erasure – you can ask us to erase your personal data;
- (d) the right to restrict processing – you can ask us to restrict the processing of your personal data;
- (e) the right to object to processing – you can object to the processing of your personal data;
- (f) the right to data portability – you can ask that we transfer your personal data to another organisation or to you;
- (g) the right to complain to a supervisory authority – you can complain about our processing of your personal data; and
- (h) the right to withdraw consent – to the extent that the legal basis of our processing of your personal data is consent, you can withdraw that consent.

7.3 These rights are subject to certain limitations and exceptions. You can learn more about the rights of data subjects by visiting <https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/individual-rights/>.

7.4 You may exercise any of your rights in relation to your personal data by written notice to us, using the contact details set out below.

8. About cookies

8.1 A cookie is a file containing an identifier (a string of letters and numbers) that is sent by a web server to a web browser and is stored by the browser. The identifier is then sent back to the server each time the browser requests a page from the server.

8.2 Cookies may be either “persistent” cookies or “session” cookies: a persistent cookie will be stored by a web browser and will remain valid until its set expiry date, unless deleted by the user before the expiry date; a session cookie, on the other hand, will expire at the end of the user session, when the web browser is closed.

8.3 Cookies do not typically contain any information that personally identifies a user, but personal data that we store about you may be linked to the information stored in and obtained from cookies.

9. Cookies that we use

Necessary

Necessary cookies are required to enable the basic features of this site, such as providing secure log-in or adjusting your consent preferences. These cookies do not store any personally identifiable data.

Cookie	Duration	Description
cookieyes-consent	1 year	CookieYes sets this cookie to remember users' consent preferences so that their preferences are respected on subsequent visits to this site. It does not collect or store any personal information about the site visitors.
__cf_bm	1 hour	This cookie, set by Cloudflare, is used to support Cloudflare Bot Management.
_cfuid	session	Calendly sets this cookie to track users across sessions to optimize user experience by maintaining session consistency and providing personalized services
__hssrc	session	This cookie is set by Hubspot whenever it changes the session cookie. The __hssrc cookie set to 1 indicates that the user has restarted the browser, and if the cookie does not exist, it is assumed to be a new session.
__hssc	1 hour	HubSpot sets this cookie to keep track of sessions and to determine if HubSpot should increment the session number and timestamps in the __hstc cookie.
_GRECAPTCHA	6 months	Google Recaptcha service sets this cookie to identify bots to protect the website against malicious spam attacks.
rc::a	Never Expires	This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.
rc::f	Never Expires	This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.
rc::c	session	This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.
rc::b	session	This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks.

Functional

Functional cookies help perform certain functionalities like sharing the content of the website on social media platforms, collecting feedback, and other third-party features.

Cookie	Duration	Description
mailchimp_landing_site	1 month	MailChimp sets the cookie to record which page the user first visited.

Analytics

Analytical cookies are used to understand how visitors interact with the website. These cookies help provide information on metrics such as the number of visitors, bounce rate, traffic source, etc.

Cookie	Duration	Description
__hstc	6 months	Hubspot set this main cookie for tracking visitors. It contains the domain, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).
hubspotutk	6 months	HubSpot sets this cookie to keep track of the visitors to the website. This cookie is passed to HubSpot on form submission and used when deduplicating contacts.
vuid	1 year 1 month 4 days	Vimeo installs this cookie to collect tracking information by setting a unique ID to embed videos on the website.
__ga	1 year 1 month 4 days	Google Analytics sets this cookie to calculate visitor, session and campaign data and track site usage for the site's analytics report. The cookie stores information anonymously and assigns a randomly generated number to recognise unique visitors.
__ga_*	1 year 1 month 4 days	Google Analytics sets this cookie to store and count page views.

10. Cookies used by our service providers

10.1 Our service providers use cookies and those cookies may be stored on your computer when you visit our website.

10.2 We use Google Analytics. Google Analytics gathers information about the use of our website by means of cookies. The information gathered is used to create reports about the use of our website. You can find out more about Google's use of information by visiting <https://www.google.com/policies/privacy/partners/> and you can review Google's privacy policy at <https://policies.google.com/privacy>.

11. Managing cookies

11.1 Most browsers allow you to refuse to accept cookies and to delete cookies. The methods for doing so vary from browser to browser, and from version to version. You can however obtain up-to-date information about blocking and deleting cookies via these links:

- (a) <https://support.google.com/chrome/answer/95647> (Chrome);
- (b) <https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences> (Firefox);
- (c) <https://help.opera.com/en/latest/security-and-privacy/> (Opera);
- (d) <https://support.microsoft.com/en-gb/help/17442/windows-internet-explorer-delete-manage-cookies> (Internet Explorer);

(e) <https://support.apple.com/en-gb/guide/safari/manage-cookies-and-website-data-sfri11471/mac> (Safari); and

(f) <https://privacy.microsoft.com/en-us/windows-10-microsoft-edge-and-privacy> (Edge).

11.2 Blocking all cookies will have a negative impact upon the usability of many websites.

11.3 If you block cookies, you will not be able to use all the features on our website.

12. Amendments

12.1 We may update this policy from time to time by publishing a new version on our website.

12.2 You should check this page occasionally to ensure you are happy with any changes to this policy.

12.3 We may notify you of significant changes to this policy by email.

13. Our details

13.1 This website is owned and operated by Fertility Matters at Work.

13.2 We are registered in England and Wales under registration number 13429490, and our registered office is at 25 Brunts Street, Mansfield, Nottinghamshire, NG18 1AX.

13.3 Our principal place of business is at 25 Brunts Street, Mansfield, Nottinghamshire, NG18 1AX.

13.4 You can contact us:

(a) by post, to the postal address given above;

(b) using our website contact form;

(c) by telephone, on the contact number published on our website; or

(d) by email, using the email address published on our website.

Ferring Pharmaceuticals, International Fertility and the Workplace survey Privacy Notice

This Privacy Notice explains how we collect, use, share, and protect your information in connection with the International Fertility and the Workplace survey market research activities. For other ways of interacting with Ferring, or doing business with us, please see the notices for those categories.

Legal Information

Data Controller

Ferring International Center S.A. Chemin De la Vergognausaz 50 1162 St Prex Switzerland responsible for the handling of your information. This responsibility may be exercised *alone* or *jointly* with other companies in the [Ferring Group](#).

Personal Data

The following information is collected:

- *Personal characteristic* (e.g. date of birth, gender, geographic location);
- *Professional Information* (e.g., workplace, position);
- *Feedback and Insights* (e.g. your opinions, experiences and feedback related to our project goal of understanding the experience of managing fertility treatment and employment).

Please be aware that Ferring does not directly collect your personal data for the International Fertility and the Workplace survey research activities and responses are provided anonymously. To uphold the highest legal, ethical, and regulatory standards required of us, we rely on carefully selected and trusted vendors to conduct these activities on our behalf. We advise reviewing their privacy notices for further clarification.

Please note that if the market research reveals an adverse event concerning a Ferring medicinal product or a complaint in relation to a Ferring product, we are required to process personal and/or sensitive data to comply with our pharmacovigilance obligations. We do this in line with our [Global Safety Privacy Notice](#).

Purpose(s)

Your Personal Data is used in accordance with the applicable Ferring Group Privacy Policy for purposes, including:

- *Identify Policy Opportunities*: Gain insights into unmet needs and trends to better understand the expectations of people undergoing fertility treatment while in employment and provide evidence for adjustments to employer policies.

- *Insights:* Collect valuable perspectives from employers and employees to improve patient outcomes and address social challenges.

Legal Basis

Your Personal Data will only be handled and used for the purposes above if:

- *Your consent was obtained according to applicable data protection and privacy laws, regulations, and directives.*
- *We need to perform contractual obligations towards you or take pre-contractual steps at your request;*
- *We need to comply with our legal, regulatory, or reporting obligations or to comply with a court/authority order; or*
- *We have a legitimate business interest such as understanding the market needs, perceptions, and trends, helping us refine our designs, execution and analyses. These insights serve our interests in strategy optimization.*

Data Sharing

For the purposes listed above, third parties, such as those listed below may have access to your Personal Data:

- *Companies within the [Ferring Group](#);*
- *Suppliers and service providers (e.g., cloud providers, consultants, hosting suppliers, communications agencies, travel and events agencies, database providers);*
- *Business partners – Fertility Matters at Work CiC who will sub-contract primary research and analysis to SBL Ideas Ltd t/a This Can Happen Global.*
- *Competent supervisory, regulatory authorities, or courts.*

When transferring Personal Data to a third party outside the European Economic Area (EEA) without an adequate level of data protection according to relevant authorities, we will protect your Personal Data by using Standard Data Protection Clauses or another transfer mechanism and by conducting a Transfer Impact Assessment (TIA).

Retention

Ferring will follow the appropriate actions to ensure your personal data is retained only for the period required to fulfil the purposes outlined in this Privacy Notice. Ferring will only retain personal data for a longer period if required or permitted by law or by applicable regulations within the pharmaceutical industry.

Your Rights

You have the right to access, rectify, update, delete, object, limit the processing of your Personal Data, request data portability and withdraw your consent. You can exercise these rights by contacting Ferring via the [Data Subject Contact Form](#).

You also have the right to complain about the use of your Personal Data to the relevant Supervisory Authority.

Security

We maintain appropriate technical and organizational measures to safeguard Personal Data from unauthorized access or loss. While we continually monitor and update this security measures, please note that online protection is a shared responsibility.

If you suspect any security compromise/vulnerability, please contact us immediately via this form: [Data Subject Contact Form](#).

Cookies

When you visit this website, data about your use of the website may be collected. This tracking technology uses cookies to collect aggregate data about website usage and activity, such as how many users visit the website and how often. This data may be shared with a third-party service provider in order to further improve our web services.

Unless you adjust your preferences to refuse cookies, Ferring and third parties will issue cookies when you digitally interact with us according to the Cookie Banners on the websites.

You can block cookies by adjusting your browser settings. You can also use our Cookie Banner to manage your preferences by accessing the “Privacy Preference Center” on our websites.

Modifications

Please check our Privacy Notice whenever you visit our website for any updates. This will help you stay informed about our continuous efforts to uphold the highest standards of data protection

Contact Information:

Contact us online at: [Data Subject Contact Form](#) or physically at:

Global Privacy

(Att.: Data Protection Officer)
Ferring International Center S.A.
Chemin De la Vergognausaz 50
1162 St Prex
Switzerland

EU Representative for GDPR

(Att.: Data Protection Officer)
Ferring International PharmaScience
Center (IPC)
Amager Strandvej 405
2770 Kastrup
Denmark

Privacy policies end here.