

Terms and Conditions

Please read these terms and conditions ("terms and conditions", "terms", "Agreement") carefully before using Workday Strategic Sourcing website ("website", "service") operated by **The Nature Conservancy (TNC)**.

Conditions of use

By using this website, you certify that you have read and reviewed this Agreement and that you agree to comply with its terms. If you do not want to be bound by the terms of this Agreement, you are advised to leave the website accordingly. TNC only grants use and access of this website, its products, and its services to those who have accepted its terms.

Privacy policy

Before you continue using this website, we advise you to read our [privacy notice](#) regarding our user data collection. It will help you better understand our practices. By using this website, you consent to the processing of your information in accordance with our privacy notice policy notice.

Artificial Intelligence

Please note that we may use Artificial Intelligence (AI) tools to process your information. By using this website, you consent to the use of such AI tools.

Age restriction

You must be at least 18 (eighteen) years of age before you can use this website. By using this website, you warrant that you are at least 18 years of age, and you may legally adhere to this Agreement. **TNC** assumes no responsibility for liabilities related to age misrepresentation.

Intellectual property

You agree that all materials, products, and services provided on this website are the property of TNC, its affiliates/related entities, directors, officers, employees, agents, suppliers, or licensors including all copyrights, trade secrets, trademarks, patents, and other intellectual property. You also agree that you will not reproduce or redistribute **TNC's** intellectual property in any way, including electronic, digital, or new trademark registrations.

You represent and warrant that you own or have the license to any content you provide on this website. You grant **TNC** a worldwide, irrevocable, royalty-free and non-exclusive limited license to

reproduce, adapt, modify, translate, distribute, display, use, copy, transmit, broadcast and create derivative works from the content you upload and publish. For issues regarding intellectual property claims, you should contact TNC in order to come to an agreement.

User accounts

As a user of this website, you may be asked to register with us and provide private information. You should only submit required information, and you may not under any circumstance submit any protected health information to this website. You are responsible for ensuring the accuracy of this information, and you are responsible for maintaining the safety and security of your identifying information. You are also responsible for all activities that occur under your account or password.

If you think there are any possible issues regarding the security of your account on the website, inform us immediately so we may address them accordingly.

We reserve all rights to terminate accounts, edit or remove content and cancel orders at our sole discretion.

Applicable law

By visiting this website, you agree that the **laws of The United States** without regard to principles of conflict laws, will govern these terms and conditions, or any dispute of any sort that might come between **TNC** and you, or its business partners and associates.

Disputes

Any dispute related in any way to your visit to this website or to products you purchase from us shall be arbitrated by **state or federal court in the commonwealth of Virginia** and you consent to exclusive jurisdiction and venue of such courts.

Indemnification

You agree to indemnify, defend and hold harmless TNC and its affiliates and hold **TNC** harmless against any and all legal claims and demands that may arise from your use or misuse of this website or breach of this Agreement our services. We reserve the right to select our own legal counsel.

Limitation on liability

TNC is not liable for any damages that may occur to you as a result of your use or misuse of our website.

TNC reserves the right to edit, modify, or and change this Agreement including the privacy notice policy at any time with or without notice to you. Any such modification will be effective immediately

upon public posting. For your convenience, the date of last revision is included at the top of this page. Your continued use of this website following any modification constitutes your acceptance of such modified terms. We shall let our users know of these changes through electronic mail.

This Agreement is an understanding between **TNC** and the user, and this supersedes and replaces all prior agreements regarding the use of this website.