



WITH JUNO LTD - PRIVACY POLICY

JUNO SHOUTOUTS

Last Updated: 16/03/2026

1. Introduction

Welcome to With Juno Ltd ("we", "our", "us"), and to our product Juno Shoutouts. We are committed to protecting your personal information and your right to privacy. If you have any questions or concerns about this privacy policy, or our practices with regards to your personal information, please contact us at support@withjuno.com.

When you visit our website withjuno.com, sign in to the affiliated webapp, or use our services via the Juno Shoutouts application, you trust us with your personal information. We take your privacy very seriously. In this privacy policy, we seek to explain to you in the clearest way possible what information we collect, how we use it, and what rights you have in relation to it. We hope you take some time to read through it carefully, as it is important.

If there are any terms in this privacy policy that you do not agree with, please discontinue use of our Sites and our services. If at any time, you would like us to delete your data, please contact us via email and we will action this as soon as practically possible, but within 30 days.

Company administrators and employees can sign in to the Juno Shoutouts webapp using their Slack or Teams account details. In order to use the Services however, employees are not required to log in to the webapp and by using our Services directly within your Slack workspace or Teams tenant, users agree to the privacy policy and affiliated terms as laid out below.

2. Information We Collect

We collect personal information that you voluntarily provide to us when you register for our Services, express an interest in obtaining information about us or our products and services, when you participate in activities on the Services (such as posting or reacting to messages in your Slack workspace or Teams tenant) or otherwise when you contact us.

The personal information that we collect depends on the context of your interactions with us and the Services, the choices you make and the products and features you use, as well as whether you are invited to be a company administrator of your Juno Shoutouts account or not. The personal information we collect may include the following:



Login Data - Company administrators are required to login to Juno's webapp using their Slack or Teams login information. Employees may also log in to the webapp, but it is not necessary to use the Services.

Account Personal Information - We collect names; avatar pictures; email addresses; job titles; and other limited profile information as necessary to carry out our Services.

Messages - We collect the messages shared in the Slack or Teams channel you have given Juno Shoutouts access to. We collect other limited information such as message sender; users tagged in messages; users who react to messages; users who reply to messages.

Payment Data - Insofar as is necessary in order to operate monthly and ad-hoc billing, we will collect data necessary, such as your payment instrument number (such as a credit card number), and the security code associated with your payment instrument. This is handled by our payment processing partner, Stripe, and we do not have direct access to your payment details.

3. How We Use Your Information

We use personal information collected via our Services for a variety of business purposes described below. We process your personal information for these purposes in reliance on our legitimate business interests ("Business Purposes"), in order to enter into or perform a contract with you ("Contractual"), with your consent ("Consent"), and/or for compliance with our legal obligations ("Legal Reasons"). We indicate the specific processing grounds we rely on next to each purpose listed below.

We use the information we collect or receive:

To facilitate account creation and logon process - We use the information you allowed us to collect from Slack or Teams to facilitate account creation and login process.

To send administrative information to you - We may use your personal information to send you product, service and new feature information and/or information about changes to our terms, conditions, and policies.

-To protect our Services - We may use your information as part of our efforts to keep our Services safe and secure (for example, for fraud monitoring and prevention).

-To enforce our terms, conditions and policies

-To respond to legal requests and prevent harm - If we receive a subpoena or other legal request, we may need to inspect the data we hold to determine how to respond.



-To manage user accounts - We may use your information for the purposes of managing our account and keeping it in working order.

-To deliver services to the user - We will use the data that we collect from your Slack or Teams users and the Slack or Teams channel you have given access to Juno Shoutouts in order to provide our Services. This includes but is not limited to: calculating and showing user scores based on their engagement levels; compiling leaderboards based on user scores; and providing analysis of user activity.

-To respond to user inquiries/offer support to users - We may use your information to respond to your inquiries and solve any potential issues you might have with the use of our Services.

5. Sharing Your Information

We do not sell, transfer or exchange your personal information to third parties except as required to perform our Services. We only share and disclose your information in the following situations:

Compliance with Laws - We may disclose your information where we are legally required to do so in order to comply with applicable law, governmental requests, a judicial proceeding, court order, or legal process, such as in response to a court order or a subpoena (including in response to public authorities to meet national security or law enforcement requirements).

Vital Interests and Legal Rights - We may disclose your information where we believe it is necessary to investigate, prevent, or take action regarding potential violations of our policies, suspected fraud, situations involving potential threats to the safety of any person and illegal activities, or as evidence in litigation in which we are involved.

Vendors, Consultants and Other Third-Party Service Providers - We may share your data with third-party vendors, service providers, contractors or agents who perform services for us or on our behalf and require access to such information to do that work. Examples include: payment processing, data analysis, email delivery, hosting services, customer service and marketing efforts. We may allow selected third parties to use tracking technology on the Services, which will enable them to collect data about how you interact with the Services over time. This information may be used to, among other things, analyse and track data, determine the popularity of certain content, pages or features, and better understand online activity.

AI Analysis - We will share elements of your data with OpenAI to perform analysis, as part of our insights feature. The data that we share only extends to numerical counts of levels of engagement by team members. We do not share usernames and email addresses, nor do we share content of messages posted by team members.

Business Transfers - We may share or transfer your information in connection with, or during negotiations of, any merger, sale of company assets, financing, or acquisition of all or a portion of our business to another company.

With your Consent - We may disclose your personal information for any other purpose with your consent.

6. Data Security

We use administrative, technical, and physical security measures to help protect your personal information. While we have taken reasonable steps to secure the personal information you provide to us, please be aware that despite our efforts, no security measures are perfect or impenetrable, and no method of data transmission can be guaranteed against any interception or other type of misuse.

7. Data Retention

We will only keep your personal information for as long as it is necessary for the purposes set out in this privacy policy, unless a longer retention period is required or permitted by law (such as tax, accounting or other legal requirements). When we have no ongoing legitimate business need to process your personal information, we will either delete or anonymize it, or, if this is not possible (for example, because your personal information has been stored in backup archives), then we will securely store your personal information and isolate it from any further processing until deletion is possible.

8. Your Privacy Rights

In some regions (like the EEA and UK), you have certain rights under applicable data protection laws. These may include the right (i) to request access and obtain a copy of your personal information, (ii) to request rectification or erasure; (iii) to restrict the processing of your personal information; and (iv) if applicable, to data portability. In certain circumstances, you may also have the right to object to the processing of your personal information. To make such a request, please use the contact details provided below. We will consider and act upon any request in accordance with applicable data protection laws.

If we are relying on your consent to process your personal information, you have the right to withdraw your consent at any time. However, please note that this will not affect the lawfulness of the processing before its withdrawal, nor will it affect the processing of your personal information conducted in reliance on lawful processing grounds other than consent.

If you are a resident in the EEA or UK and you believe we are unlawfully processing your personal information, you also have the right to complain to your local data protection supervisory authority. You can find their contact details here: [EEA Supervisory Authorities Contact Information].

9. Third-Party Websites

During the course of using the Services, you may earn rewards that can be redeemed with third parties which may link to other websites, online services or mobile applications. We cannot guarantee the safety and privacy of data you provide to any third parties. Any data collected by third parties is not covered by this privacy policy. We are not responsible for the content or privacy and security practices and policies of any third parties, including other websites, services or applications that may be linked to or from the Services. You should review the policies of such third parties and contact them directly to respond to your questions.

10. Updates to this Policy

We may update this privacy policy from time to time in order to reflect, for example, changes to our practices or for other operational, legal or regulatory reasons. We will notify you of any material changes by posting the new privacy policy on our website and updating the "Last Updated" date at the top of this page. We encourage you to review this privacy policy periodically to stay informed about how we are protecting your information.

11. Contact Us

If you have questions or comments about this policy, you may email us at support@withjuno.com.

Thank you for taking the time to understand our privacy policy.