



Privacy Policy

Ruby Magpie Ltd is committed to protecting the privacy and security of your personal information. This Privacy Policy explains how we collect, use and protect your personal data when you use Fledgling Work.

This policy applies to personal data we collect when you use the Fledgling Work website or otherwise interact with us, including as a candidate or an employer using our project-based matching platform.

Please read this policy carefully to understand how we will treat your personal data. We process personal data fairly, lawfully and in a way you would reasonably expect given the nature of our relationship with you.

If you have any questions about this policy or our use of your personal data, please contact us at hello@fledgling.work

1. About us

Fledgling Work is a trading name of **Ruby Magpie Ltd**, a company registered in England and Wales under company number **07354898**, with its registered office at **23 Patterson Road, London SE19 2LE**.

Ruby Magpie Ltd is the **data controller** in respect of your personal data. This means we are responsible for deciding how your personal data is collected, stored and used.

2. Who this policy applies to

The information we collect depends on how you interact with us. This Privacy Policy applies to:

- visitors to the Fledgling Work website
- candidates who create profiles, apply for or complete project work
- employers who register, post projects or engage candidates
- people who contact us via forms, email or other channels

You may fall into more than one category, and the information we collect and how we use it will depend on your interaction with us.

3. What information we collect and how we use it

We collect personal data so we can operate the platform effectively, match candidates with suitable projects, handle payments and provide support.

We only use your personal data where we have a valid lawful basis to do so.

Visiting our website

When you access our website, we may collect:



- device and usage data, including IP address and device identifiers
- browser type, language and settings
- location information
- cookie and tracking data

This information is collected automatically and helps us:

- understand how our website is used
- improve user experience
- maintain website security

Our lawful basis for this processing is our legitimate interest in operating and improving our website.

Please see our Cookie Policy for more information.

Candidates

If you register as a candidate or are introduced to an employer, we may collect:

- name, contact details and profile information
- CVs, portfolios or examples of work
- project preferences, availability and skills
- communication and support correspondence
- payment and invoicing information

We use this information to:

- match you with suitable projects
- facilitate introductions with employers
- administer project payments
- provide platform support

Our lawful basis is performance of a contract and our legitimate interest in operating the platform.

Employers

If you register as an employer, we may collect:

- name, business details and contact information
- project briefs and requirements
- communication and support correspondence



- billing and payment information

We use this information to:

- provide matching and introduction services
 - administer project payments
 - support use of the platform
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Contacting us

If you contact us via a form or email, we may collect:

- your name and contact details
- the content of your enquiry

We use this information to respond to your enquiry and provide support.

4. Change of purpose

We will only use your personal data for the purposes for which it was collected, unless we reasonably consider that another compatible purpose applies or where required by law.

5. Sharing your information

We may share your personal data with trusted third-party service providers who support our platform, such as:

- website and hosting providers
- payment service providers
- analytics and communication tools

We require all third parties to keep your personal data secure and to use it only in line with our instructions.

We may also disclose your personal data:

- if required by law or a regulator
 - in connection with a business sale or restructuring
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6. Storing your information

Your personal data is stored securely within the UK and/or EEA.

We retain personal data only for as long as necessary to fulfil the purposes for which it was collected, including legal, accounting and reporting obligations.



Where appropriate, we may anonymise data so it can no longer be linked to you.

7. Keeping your information secure

We have appropriate technical and organisational measures in place to protect your personal data.

While we take security seriously, transmission of information over the internet is never completely secure. Once we receive your data, we use strict procedures to prevent unauthorised access.

Access to personal data is limited to those who need it to perform their role and who are subject to confidentiality obligations.

8. Your rights

Under data protection law, you have the right to:

- access your personal data
- correct inaccurate or incomplete data
- request deletion of your data
- object to certain processing
- request restriction of processing
- request transfer of your data

To exercise any of these rights, please contact info@rubymagpie.com.

You will not usually need to pay a fee. We may ask for proof of identity before responding.

9. Other websites

Our website may contain links to other websites. This Privacy Policy applies only to Fledgling Work. Please review the privacy policies of other sites you visit.

10. Changes to this policy

We may update this Privacy Policy from time to time. Any changes will be posted on this page.

Last updated: **29 January 2026**

11. Contact and complaints

If you have any questions about this Privacy Policy or how we handle your personal data, please contact:



hello@fledgling.work

If you are unhappy with how we have handled your data, you have the right to complain to the Information Commissioner's Office:

<https://ico.org.uk/global/contact-us/>