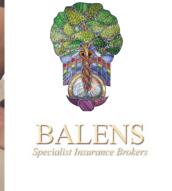


COMMERCIAL LEGAL PROTECTION

LEGAL ADVICE AND PROTECTION FOR YOUR BUSINESS

THIS IS YOUR POLICY WORDING





ONLINE LAW GUIDE AND DOCUMENT DRAFTING

EMPLOYMENT MANUAL

Visit WWW.DAS.CO.UK

The DAS Employment Manual offers comprehensive, up to date guidance on rapidly changing employment law. To view it, please visit www.das.co.uk and select Employment Manual. All the sections of this web-based document can be printed off for your own use. Contact us at employmentmanual@das.co.uk with your email address, quoting your policy number and we will contact you by email to inform you of future updates to the information.

DASBUSINESSLAW

Visit WWW.DASBUSINESSLAW.CO.UK

Using www.dasbusinesslaw.co.uk you can create ready-to-sign contracts, agreements and letters in minutes. Developed by solicitors and tailored by you using our smart document builders. You can also buy legal documents from the site, ranging from simple debt recovery letters to employment contracts.

The service also provides useful tools, articles and information on matters such as new legislation, employment issues, property law and taxation all regularly updated by legal experts to help **you** keep **your business** one step ahead. To access DASbusinesslaw, **you** will need to register at **www.dasbusinesslaw.co.uk**, using **your** DAS policy number as below.

When registering, please enter the following code which will provide **you** with access to a range of free documents: **DAS472301**. If **you** experience any problems accessing the service, please email details of **your** problem to **businesslaw@das.co.uk** with **your** policy number in the subject box.

HELPLINE SERVICES

You can contact **our** UK-based call centres 24 hours a day, seven days a week. However, **we** may need to arrange to call **you** back depending on the enquiry. To help **us** check and improve **our** service standards, **we** record all inbound and outbound calls, except those to the counselling service. When phoning, please quote **your** policy number **TS5/3536365** and the name of the insurance provider who sold **you** the policy.

LEGAL ADVICE SERVICE Call 0117 933 0613

We provide confidential legal advice over the phone on any commercial legal problem affecting the business, under the laws of any European Union country, the Isle of Man, the Channel Islands, Switzerland and Norway. Wherever possible the Legal Advice helpline aims to provide immediate advice from a qualified legal advisor. However if this is not possible they will arrange a call back at a time to suit you.

Our legal advisors provide advice on the laws of England and Wales 24 hours a day, 7 days a week, 365 days a year. Where advice is sought in an area of law beyond this jurisdiction or in respect of very specialist matters, we will refer you to one of our specialist advisors. This will include European law and certain areas of law for Scotland and Northern Ireland.

Specialist advice is provided 9am - 5pm, Monday to Friday, excluding public and bank holidays. If calls are made outside these times, we will call you back.

TAX ADVICE SERVICE Call 0117 933 0613

We offer confidential advice over the phone on any tax matters affecting the business, under the laws of the United Kingdom.

Tax advice is provided by tax advisors 9am - 5pm, Monday to Friday, excluding public and bank holidays. If calls are made outside these times, we will call you back.

COUNSELLING SERVICE Call 0344 893 9012

We will provide **your** employees (including any members of their immediate family who permanently live with them) with a confidential counselling service over the phone including, where appropriate, onward referral to relevant voluntary and/or professional services. Any costs arising from the use of these referral services will not be paid by **us**.

The counselling service helpline is open 24 hours a day, seven days a week.

We will not accept responsibility if the helpline services are unavailable for reasons we cannot control.

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THE MEANING OF WORDS IN THIS POLICY

appointed representative

The **preferred law firm**, law firm, **tax consultancy**, accountant or other suitably qualified person **we** will appoint to act on the **insured person's** behalf.

business

As shown in the policy schedule.

business premises

As shown in the policy schedule.

costs and expenses

- (a) All reasonable and necessary costs chargeable by the **appointed representative** and agreed by **us** in accordance with the **DAS Standard Terms of Appointment**.
- (b) The costs incurred by opponents in civil cases if the **insured person** has been ordered to pay them, or the **insured person** pays them with **our** agreement.

countries covered

(a) For insured incidents **Legal defence** (excluding **5 Statutory notice appeals** and **7 Disciplinary Hearings**).

The European Union, the Isle of Man, the Channel Islands, Albania, Andorra, Bosnia Herzegovina, Gibraltar, Iceland, Liechtenstein, Macedonia, Monaco, Montenegro, Norway, San Marino, Serbia, Switzerland and Turkey.

(b) For all other insured incidents The United Kingdom of Great Britain and Northern Ireland, the Isle of Man, the Channel Islands.

DAS Standard Terms of Appointment

The terms and conditions (including the amount **we** will pay to an **appointed representative**) that apply to the relevant type of claim, which could include a conditional fee agreement (no win, no fee).

date of occurrence

- (a) For civil cases (other than under insured incident Tax protection), the date of the event that leads to a claim. If there is more than one event arising at different times from the same originating cause, the date of occurrence is the date of the first of these events. (This is the date the event happened, which may be before the date you or an insured person first became aware of it.)
- (b) For criminal cases, the date the insured person began, or is alleged to have begun, to break the law.
- (c) For insured incident Statutory licence appeal, the date when you first became aware of the proposal by the relevant licensing or regulatory authority to suspend, alter the terms of, refuse to renew or cancel your licence, mandatory registration or British Standard Certificate of Registration.
- (d) For insured incident Tax protection, the date when HM Revenue & Customs, or the relevant authority, first notifies you of its intention to carry out an enquiry. For VAT or employer compliance disputes, the date the dispute arises during the period of insurance.
- (e) For insured incident Legal defence 5 Statutory notice appeals, the date when the insured person is issued with the relevant notice and has the right to appeal.
- (f) For insured incidents Pre disciplinary hearings and Legal defence 7 Disciplinary hearings, the date of the event which leads to a complaint being made against the insured person. If there is more than one event arising at different times, but relating to the same complaint, the date of occurrence is the date of the first of these events.

employer compliance dispute

A dispute with HM Revenue & Customs concerning **your** compliance with Pay As You Earn, Social Security, Construction Industry or IR35 legislation and regulations.

insured person

 $\textbf{You} \ \text{and the directors, partners, managers, employees and any other individuals declared to } \textbf{us} \ \text{by } \textbf{you}.$

period of insurance

The period for which we have agreed to cover the insured person.

preferred law firm or tax consultancy

A law firm, barristers' chambers or tax expert **we** choose to provide legal or other services. These specialists are chosen as they have the proven expertise to deal with the **insured person's** claim and must comply with **our** agreed service standard levels, which **we** audit regularly. They are appointed according to the **DAS Standard Terms of Appointment**.

reasonable prospects

- (a) For civil cases, the prospects that the insured person will recover losses or damages or a reduction in tax or National Insurance liabilities (or obtain any other legal remedy that we have agreed to, including an enforcement of judgment), make a successful defence or make a successful appeal or defence of an appeal, must be at least 51%. We, or a preferred law firm or tax consultancy on our behalf, will assess whether there are reasonable prospects.
- (b) For criminal cases there is no requirement for there to be prospects of a successful outcome, however for appeals the prospects must be at least 51%.

tax enquiry

A written notice of enquiry, issued by HM Revenue & Customs, to carry out an Income Tax or Corporation Tax compliance check which either:

- (i) includes a request to examine any aspect of your books and records; or
- (ii) advises of a check of your whole tax return.

VAT dispute

A dispute with HM Revenue & Customs following the issue of an assessment, written decision or notice of a civil penalty relating to **your** VAT affairs.

we, us, our, DAS

DAS Legal Expenses Insurance Company Limited.

you, your

The **business** that has taken out this policy (shown as the policyholder in the policy schedule).

WELCOME TO DAS

Thank you for purchasing this **DAS** commercial legal protection policy. **Your business** is now protected by Europe's leading legal expenses insurer.

DAS Legal Expenses Insurance Company Limited ('DAS') is the underwriter and provides the legal protection insurance under your policy. The legal advice service is provided by DAS Law Limited and/or a preferred law firm on behalf of DAS.

To make sure that **you** get the most from **your DAS** cover, please take time to read the policy which explains the contract between **you** and **us**. Please take care in following the procedures throughout the policy.

HELPING YOU WITH YOUR LEGAL PROBLEMS

If you wish to speak to our legal teams about a legal problem, please phone us on 0117 933 0613. We will ask you about your legal issue and if necessary call back to give legal advice.

MAKING A CLAIM

If your issue cannot be dealt with through legal advice and needs to be dealt with as a potential claim under this policy, phone us on 0117 933 0613 and we will give you a reference number. At this point we will not be able to tell you whether the claim is covered or not but we will pass the information you have given us to our claims-handling teams and explain what to do next.

Please do not ask for help from a lawyer, accountant or anyone else before **we** have agreed that **you** should do so. If **you** do, **we** will not pay the costs involved even if **we** accept the claim.

Andrew Burke

Chief Executive Officer, DAS Group

Time huh

DAS Head and Registered Office:

DAS Legal Expenses Insurance Company Limited | DAS House | Quay Side | Temple Back | Bristol | BS1 6NH

Registered in England and Wales, number 103274. Website: www.das.co.uk

DAS Legal Expenses Insurance Company Limited is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

Financial Services Compensation Scheme

We are covered by the Financial Services Compensation Scheme (FSCS). Compensation from the scheme may be claimed if we cannot meet our obligations. This will be dependent on the type of business and the circumstances of the claim. More information on the compensation scheme arrangements can be found on the FSCS website, www.fscs.org.uk

DAS Law Limited Head and Registered Office:

DAS Law Limited | North Quay | Temple Back | Bristol | BS1 6FL

Registered in England and Wales, number 5417859. Website: www.daslaw.co.uk

DAS Law Limited is authorised and regulated by the Solicitors Regulation Authority (registered number 423113).

OUR AGREEMENT

This policy, the policy schedule and any endorsement shall be considered as one document. **We** agree to provide the insurance described in this policy for **you** (or where specified, the **insured person**) in respect of any insured incident arising in connection with the **business** shown in the schedule, in return for payment of the premium and subject to the terms, conditions, exclusions and limitations set out in this policy, provided that:

- 1 reasonable prospects exist for the duration of the claim
- 2 the date of occurrence of the insured incident is during the period of insurance, or
- 3 during the currency of a previous equivalent legal expenses insurance policy, provided that:
 - the previous legal expenses insurance policy required you to report claims during its currency,
 - you could not have notified a claim previously as you could not have reasonably been aware of the insured incident
 - cover has been continuously maintained in force
 - we will not cover any claim that should have been covered under a previously operative legal expenses insurance policy
 - the available limit of indemnity shall be limited to the lesser of the sums payable under this or your previous policy
- 4 any legal proceedings will be dealt with by a court, or other body which we agree to, within the countries covered, and
- 5 the insured incident happens within the countries covered.

WHAT WE WILL PAY

We will pay an appointed representative, on your behalf, costs and expenses incurred following an insured incident, and any compensation awards that we have agreed to, provided that:

- 1 the most **we** will pay for all claims resulting from one or more event arising at the same time or from the same originating cause is £100,000
- 2 the most we will pay in costs and expenses is no more than the amount we would have paid to a preferred law firm or tax consultancy
- 3 in respect of an appeal or the defence of an appeal, you must tell us within the time limits allowed that you want to appeal.
 Before we pay the costs and expenses for appeals, we must agree that reasonable prospects exist
- 4 for an enforcement of judgment to recover money and interest due to **you** after a successful claim under this policy, **we** must agree that **reasonable prospects** exist
- where an award of damages is the only legal remedy to a dispute and the cost of pursuing legal action is likely to be more than any award of damages, the most **we** will pay in **costs and expenses** is the value of the likely award, and
- 6 in respect of Legal defence 6 Jury service and court attendance the maximum we will pay is the insured person's net salary or wages for the time that the insured person is absent from work less any amount the court pays.

WHAT WE WILL NOT PAY

In the event of a claim, if you decide not to use the services of a preferred law firm or tax consultancy, you will be responsible for any costs that fall outside the DAS Standard Terms of Appointment and these will not be paid by us.

INSURED INCIDENTS

For advice and to make a claim call 0117 933 0613	
What is covered Please also refer to our agreement.	What is not covered Please also refer to the policy exclusions.
PRE DISCIPLINARY HEARINGS	
If the insured person receives an official notification from the General Osteopathic Council or the General Chiropractic Council in respect of a complaint made against the insured person , we will arrange for Blank Swerner Grant or Bankside Law to provide a formal response. The most we will pay is £500 plus VAT.	

For advice and to make a claim call 0117 933 0613

What is covered

Please also refer to our agreement.

What is not covered

Please also refer to the policy exclusions.

LEGAL DEFENCE

Costs and expenses to defend the **insured person's** legal rights:

1 Criminal pre-proceedings cover

Prior to the issue of legal proceedings, when dealing with the Police, Health and Safety Executive and/or Local Authority Health and Safety Enforcement Officer where it is alleged that the **insured person** has or may have committed a criminal offence.

A claim related to the following:

1 prosecution due to infringement of road traffic laws or regulations in connection with the ownership, driving or use of a motor vehicle

Please note this exclusion applies to sections 1 and 2 of the **Legal defence** cover.

2 Criminal prosecution defence

Following an event which leads to the **insured person** being prosecuted in a court of criminal jurisdiction

Please note **we** will only cover criminal investigations and/or prosecutions which arise in direct connection with the activities of the **business** shown in the schedule. Please see **Our agreement**.

3 Data protection and Information Commissioner registration

- (a) If civil action is taken against the insured person for compensation under section 13 of the Data Protection Act 1998. We will also pay any compensation award made against the insured person under section 13 of the Data Protection Act 1998.
- (b) In an appeal against the refusal of the Information Commissioner to register your application for registration.

Please note **we** will not cover the cost of fines imposed by the Information Commissioner. Please see **Policy exclusions 3**.

Fo	For advice and to make a claim call 0117 933 0613		
What is covered Please also refer to our agreement.		What is not covered Please also refer to the policy exclusions.	
4	Wrongful arrest If civil action is taken against you for wrongful arrest in respect of an accusation of theft alleged to have been carried out during the period of insurance.		
5	Statutory notice appeals In an appeal against the imposition or terms of any Statutory Notice issued under legislation affecting your business.	 an appeal against the imposition or terms of any Statutory Notice issued in connection with your licence, mandatory registration or British Standard Certificate of Registration a Statutory Notice issued by an insured person's regulatory or governing body. 	
6	Jury service and court attendance An insured person's absence from work: (a) to perform jury service (b) to attend any court or tribunal at the request of the appointed representative. The maximum we will pay is the insured person's net salary or wages for the time that they are absent from work less any amount you, the court or tribunal, have paid them.		
7	If an event results in a disciplinary case brought against the insured person by the relevant authority or professional body. Provided that: (a) for claims relating to the Health and Safety at Work etc Act 1974 the countries covered shall be any place where the Act applies (b) at the time of the insured incident, you have registered with the Information Commissioner in respect of insured incident 3 Data protection and Information Commissioner registration (c) you request us to provide cover for the insured person.		

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What is covered

Please also refer to our agreement.

What is not covered

Please also refer to the policy exclusions.

STATUTORY LICENCE APPEAL

An appeal to the relevant statutory or regulatory authority, court or tribunal following a decision by a licensing or regulatory authority to suspend, or alter the terms of, or refuse to renew, or cancel **your** licence, mandatory registration or British Standard Certificate of Registration.

A claim relating to the following:

- 1 assistance with the application process either in relation to an original application or application for renewal of a statutory licence, mandatory registration or British Standard Certificate of Registration
- 2 the ownership, driving or use of a motor vehicle.

For advice and to make a claim call 0117 933 0613

What is covered

Please also refer to our agreement.

What is not covered

Please also refer to the policy exclusions.

TAX PROTECTION

- 1 A tax enquiry
- 2 An employer compliance dispute
- 3 A VAT dispute

Provided that:

You have taken reasonable care to ensure that all returns are complete and correct and are submitted within the statutory time limits allowed.

Please note **we** will only cover tax claims which arise in direct connection with the activities of the **business** shown in the schedule. Please see Our agreement.

- 1 Any claim relating to a tax avoidance scheme.
- 2 Any failure to register for Value Added Tax or Pay As You Earn.
- Any investigation or enquiries by, with or on behalf of HM Revenue & Customs Special Investigations Section, Special Civil Investigations, Criminal Investigations Unit, Criminal Taxes Unit, under Public Notice 160 or by the Revenue & Customs Prosecution Office.
- 4 Any claim relating to import or excise duties and import VAT.
- **5** Any investigation or enquiry by HM Revenue & Customs into alleged dishonesty or alleged criminal offences.

POLICY EXCLUSIONS

We will	not na	v tor tha	following:
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1	Late reported claims	Any claim reported to us more than 180 days after the date the insured person should have known about the insured incident.	
2	Costs we have not agreed	Costs and expenses incurred before our written acceptance of a claim.	
3	Court awards and fines	Fines, penalties, compensation or damages which the insured person is ordered to pay by a court or other authority, other than compensation awards covered under insured incident Legal defence .	
4	Legal action we have not agreed	Legal action an insured person takes which we or the appointed representative have not agreed to, or where the insured person does anything that hinders us or the appointed representative .	
5	Intellectual property rights	Any claim relating to patents, copyrights, trademarks, merchandise marks, registered designs, intellectual property, secrecy and confidentiality agreements.	
6	Deliberate acts	Any insured incident deliberately or intentionally caused by an insured person .	
7	Franchise or agency agreements	Any claim relating to rights under a franchise or agency agreement entered into by you .	
8	A dispute with DAS	A dispute with us not otherwise dealt with under policy condition 8.	
9	Shareholding or partnership disputes	Any claim relating to a shareholding or partnership share in the business shown in the policy schedule.	
10	Judicial review	Costs and expenses arising from or relating to judicial review, coroner's inquest or fatal accident inquiry.	
12	Nuclear, war and terrorism risks Bankruptcy	 Any claim caused by, contributed to by or arising from: (a) ionising radiation or contamination by radioactivity from any nuclear fuel or from any nuclear waste from burning nuclear fuel; (b) the radioactive, toxic, explosive or other hazardous properties of any explosive nuclear assembly or nuclear part of it; (c) war, invasion, foreign enemy hostilities (whether war is declared or not), civil war, rebellion, revolution, military force or coup, or any other act of terrorism or alleged act of terrorism as defined by the Terrorism Act 2000; (d) pressure waves caused by aircraft or any other airborne devices travelling at sonic or supersonic speeds. Any claim where either at the start of, or during the course of a claim, you: (a) are declared bankrupt (b) have filed a bankruptcy petition (c) have filed a winding-up petition (d) have made an arrangement with your creditors (e) have entered into a deed of arrangement (f) are in liquidation (g) part or all of your affairs or property are in the care or control of a receiver or administrator. 	
13	Defamation	Any claim relating to written or verbal remarks that damage the insured person's reputation.	

14 Calendar date devices

Any claim directly or indirectly caused by or resulting from any device failing to recognise, interpret or process any date as its true calendar date.

15 Litigant in person

Any claim where an **insured person** is not represented by a law firm, barrister or tax expert.

POLICY CONDITIONS

- 1 Your representation
- (a) On receiving a claim, if representation is necessary, we will appoint a preferred law firm or tax consultancy as your appointed representative to deal with your claim. They will try to settle your claim by negotiation without having to go to court.
- (b) If the appointed preferred law firm or tax consultancy cannot negotiate settlement of your claim and it is necessary to go to court and legal proceedings are issued or there is a conflict of interest, then you may choose a law firm or tax expert to act as the appointed representative. We will choose the appointed representative to represent you in any proceedings where we are liable to pay a compensation award.
- (c) If you choose a law firm as your appointed representative who is not a preferred law firm or tax consultancy, we will give your choice of law firm the opportunity to act on the same terms as a preferred law firm or tax consultancy. However if they refuse to act on this basis, the most we will pay is the amount we would have paid if they had agreed to the DAS Standard Terms of Appointment.
- (d) The **appointed representative** must co-operate with **us** at all times and must keep **us** up to date with the progress of the claim.
- 2 Your responsibilities

An insured person must:

- (a) co-operate fully with us and the appointed representative;
- (b) give the appointed representative any instructions that we ask you to.
- 3 Offers to settle a claim
- (a) An **insured person** must tell **us** if anyone offers to settle a claim and must not negotiate or agree to any settlement without **our** written consent.
- (b) If an insured person does not accept a reasonable offer to settle a claim, we may refuse to pay further costs and expenses.
- (c) We may decide to pay an insured person the reasonable value of the claim that the insured person is claiming or is being claimed against them instead of starting or continuing legal action. In these circumstances an insured person must allow us to take over and pursue or settle a claim in their name. An insured person must allow us to pursue at our own expense and for their benefit, any claim for compensation against any other person and an insured person must give us all the information and help we need to do so.
- (d) Where a settlement is made on a without-costs basis **we** will decide what proportion of that settlement will be regarded as **costs and expenses** and payable to **us**
- 4 Assessing and recovering costs
- (a) An insured person must instruct the appointed representative to have costs and expenses taxed, assessed or audited if we ask for this.
- (b) An insured person must take every step to recover costs and expenses and court attendance and jury service expenses that we have to pay and must pay us any amounts that are recovered.

5 Cancelling an appointed representative's appointment

If the **appointed representative** refuses to continue acting for an **insured person** with good reason or if an **insured person** dismisses the **appointed representative** without good reason, the cover **we** provide will end at once, unless **we** agree to appoint another **appointed representative**.

6 Withdrawing cover

If an **insured person** settles a claim or withdraws their claim without **our** agreement, or does not give suitable instructions to the **appointed representative**, **we** can withdraw cover and will be entitled to reclaim any **costs and expenses we** have paid.

7 Expert opinion

We may require you to get, at your own expense, an opinion from an expert, that we consider appropriate, on the merits of the claim or proceedings, or on a legal principle. The expert must be approved in advance by us and the cost agreed in writing between you and us. Subject to this we will pay the cost of getting the opinion if the expert's opinion indicates that it is more likely than not that you will recover damages (or obtain any other legal remedy that we have agreed to) or make a successful defence.

8 Arbitration

If there is a disagreement between **you** and **us** about the handling of a claim and it is not resolved through **our** internal complaints procedure and **you** are a small business, **you** can contact the Financial Ombudsman Service for help. Details available from **www.financial-ombudsman.org.uk**. Alternatively there is a separate arbitration process (this applies to all sizes of business). The arbitrator will be a barrister chosen jointly by **you** and **us**. If there is a disagreement over the choice of arbitrator, **we** will ask the Chartered Institute of Arbitrators to decide.

9 Keeping to the policy terms

An insured person must:

- (a) keep to the terms and conditions of this policy
- (b) take reasonable steps to avoid and prevent claims
- (c) take reasonable steps to avoid incurring unnecessary costs
- (d) send everything we ask for in writing, and
- (e) report to **us** full and factual details of any claim as soon as possible and give **us** any information **we** need.

10 Cancelling the policy

We can cancel this policy at any time as long as we tell you at least 14 days beforehand.

You can cancel this policy at any time as long as we are told at least 14 days beforehand.

11 Fraudulent claims

We will, at **our** discretion, void the policy (make it invalid) from its start date or from the date of claim, or alleged claim, or **we** will not pay the claim if:

- (a) a claim the **insured person** has made to obtain benefit under this policy is fraudulent or intentionally exaggerated, or
- (b) a false declaration or statement is made in support of a claim.

Where the above circumstances apply, as part of **our** fraud prevention measures **we** will, at **our** discretion, also share information with other parties such as the police, government bodies and anti-fraud organisations.

12 Claims under this policy by a third party

Apart from **us**, **you** are the only person who may enforce all or any part of this policy and the rights and interests arising from or connected with it. This means that the Contracts (Rights of Third Parties) Act 1999 does not apply to the policy in relation to any third-party rights or interest.

13 Other insurances If any claim covered under this policy is also covered by another policy, or would have

been covered if this policy did not exist, we will only pay our share of the claim even if

the other insurer refuses the claim.

14 Law that applies This policy is governed by the law that applies in the part of the United Kingdom, Channel

Islands or Isle of Man where **your business** is registered. Otherwise the law of England

and Wales applies.

All Acts of Parliament mentioned in this policy include equivalent laws in Scotland,

Northern Ireland, the Isle of Man and the Channel Islands as appropriate.

DATA PROTECTION

To provide and administer the legal advice service and legal expenses insurance **we** must process **your** personal data (including sensitive personal data) that **we** collect from **you** in accordance with **our** Privacy Policy.

To do so, **we** may need to send **your** information to other parties, such as lawyers or other experts, the court, insurance intermediaries, insurance companies, appointed service providers or members of the DAS UK Group. To give **you** legal advice, **we** may have to send information outside the European Economic Area.

In doing this, **we** will comply with the Data Protection Act 1998. Unless required by law or by a professional body, **we** will not disclose **your** personal data to any other person or organisation without **your** written consent.

For any questions or comments, or requests to see a copy of the information **we** hold about **you**, please write to the Group Data Protection Controller at **our DAS** Head Office address – please see page 7.

HOW TO MAKE A COMPLAINT

We always aim to give **you** a high quality service. If **you** think **we** have let **you** down, please write to **our** Customer Relations Department at **our DAS** Head Office address – please see page 7.

Or you can phone us on 0344 893 9013 or email us at customerrelations@das.co.uk Details of our internal complaint-handling procedures are available on request.

If you are still not satisfied and are a small business, you can contact the Insurance Division of the Financial Ombudsman Service at: Exchange Tower | London | E14 9SR

You can also contact them on: 0800 023 4567 (free from a landline), 0300 123 9123 (free from some mobile phones) or email them at complaint.info@financial-ombudsman.org.uk
Website: www.financial-ombudsman.org.uk

Your complaint may be more suitably handled by a comparable complaints scheme, the Legal Ombudsman Service. **You** can contact the Legal Ombudsman Service at: **PO Box 6806 | Wolverhampton | WV1 9WJ**

You can also contact them by telephone on 0300 555 0333 or email them at enquiries@legalombudsman.org.uk Website: www.legalombudsman.org.uk

Using this service does not affect **your** right to take legal action.

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YOUR IMPORTANT INFORMATION

LEGAL ADVICE HELPLINE call 0117 933 0613 when you require legal advice

CLAIMS HELPLINE call 0117 933 0613 when you need to make a claim

TAX ADVICE SERVICE call 0117 933 0613 when you require tax advice

COUNSELLING SERVICE call 0344 893 9012 for confidential counselling

DASBUSINESSLAW visit www.dasbusinesslaw.co.uk for online legal advice and documents. When registering, please enter

to a range of free documents: DAS472301

the following code which will provide you with access

DAS EMPLOYMENT MANUAL visit www.das.co.uk and click on the Employment

Manual icon.