

1. Background

- We are **Immersive Labs Limited**, a company incorporated in the United Kingdom, with registration number 10553244 and registered office address at The Programme, All Saints' St, Bristol, England, BS1 2LZ (**we, us, our, Immersive**).
- **You** are a professional working in the cybersecurity industry.
- We are collecting confessions from cyber security professionals for the purpose of the Immersive "**Confessions**" campaign to highlight common, often unbelievable, experiences in the cybersecurity field.

2. Acceptance of Terms:

- By submitting any content (audio recording or written text) to Immersive's "Confessions" campaign, you acknowledge that you have read, understood, and agree to be bound by these terms and conditions.
- If you do not agree, you must not submit any content.

3. Eligibility:

- You must be 18 years of age or older.
- You must confirm that any content submitted is your own original work and does not infringe on any third-party rights.

4. Nature of Submissions:

- **Strict Anonymity Required:** All content submitted **must be completely anonymous**. You undertake not to include any personally identifiable information (PII) of yourself or any other individuals, including but not limited to:
 - Full names, usernames, or nicknames.
 - Company names, specific department names, or unique project names that could identify a company or other legal entity.
 - Specific dates, times, or locations that could pinpoint an event or person.
 - Any unique technical details that, when combined, could identify a specific system, client, or vulnerability without proper authorization/disclosure.
 - Voice modulation or distortion for audio submissions is highly recommended but not a substitute for content review.
- **No Confidential Information:** Content submitted *must not* contain any confidential, proprietary, or trade secret information of current or former employers, clients, or any third parties. You confirm that any content submitted does not breach any non-disclosure agreements (NDAs) or confidentiality obligations you may have.
- **No Defamatory, Libelous, or Offensive Content:** Content submitted must not contain anything that is abusive or threatening, deceptive, discriminatory (or promote discrimination on any basis), knowingly misleading, likely to cause anxiety, embarrass, harass or harm another person, sexually explicit, or violent.
- **No Promotion of Illegal Activities:** Content submitted must not describe or promote any illegal activities.

5. Content Moderation and Discretion:

- We reserve the right, but not the obligation, to review, edit, redact, or refuse any content submitted for any reason, including but not limited to non-compliance with these terms and conditions.
- Our decision regarding content acceptance and use in the “Confessions” campaign is final.
- Submissions may be edited for clarity, length, or to ensure complete anonymity and compliance.

6. Grant of License (Intellectual Property):

- By submitting content, you grant us (and any other companies in the wider Immersive group) a perpetual, irrevocable, worldwide, royalty-free, non-exclusive, sublicensable, and transferable license to use, reproduce, distribute, prepare derivative works of, modify, edit, display, perform, and otherwise exploit the submitted content in any media formats and through any media channels in connection with the Immersive "Confessions" campaign and for purposes outlined in these terms and conditions.
- You acknowledge that you will not be compensated for any content submitted or for our use of your content.

7. Disclaimer and Limitation of Liability:

- Insofar as is permitted by law, we will not under any circumstances be responsible or liable to compensate you or accept any liability for any loss occurring because of your submission of content for the “Confessions” campaign, except where it is caused by our negligence or that of our employees.

8. Data Privacy and Consent:

- **Anonymization:** We use reasonable endeavours to ensure that all submitted content is anonymized prior to use in the “Confessions” campaign. However, you acknowledge that complete and irreversible anonymization may not always be achieved, especially if you include highly specific or unique details in the content submitted.
- **Audio Recording Consent:**
 - By submitting an audio recording, you explicitly consent to us recording and using your voice for the purposes outlined in these terms and conditions.
 - You confirm that your audio recording does *not* include the voices of any other individuals unless you have obtained their explicit, informed consent for their voice to be recorded and used by Immersive under these terms, and you can provide proof of such consent upon request.
- **Deletion Requests:** If you believe your content submitted contains personally identifiable information that you wish to have removed and/or is otherwise in breach of these terms and conditions, you may contact marketing@immersivelabs.com with reasonable detail, and Immersive will use reasonable endeavors to remove such content from the "Confessions" campaign.
- **Privacy Policy:** Refer to Immersive’s privacy policy [here](#).

9. No Expectation of Confidentiality:

- You acknowledge that once submitted, your content will be treated as non-confidential and non-proprietary.
- Immersive has no obligation to maintain the confidentiality of any content you submit.

11. Campaign Duration and Termination:

- Immersive reserves the right to modify, suspend, or terminate the "Confessions" campaign at any time without prior notice.

12. Amendments

- We reserve the right to amend these terms and conditions at any time without prior notice if circumstances beyond our reasonable control make this unavoidable.

13. Entire Agreement:

- These terms and conditions constitute the entire agreement between you and Immersive regarding your submission to the campaign.

14. Governing Law:

- These terms and conditions and any dispute or claim arising out of or in connection with them or their subject matter or formation (including non-contractual disputes or claims) shall be governed by and construed in accordance with the law of England and Wales.
- The courts of England and Wales shall have exclusive jurisdiction to settle any such dispute or claim.