

lumi Platform Terms of Use

Version 1.0 · Effective 3 September 2026

These terms govern your individual use of the lumi platform. They apply to every user account. Your organisation's participation in the benchmark is governed separately by the Data Contribution Terms, accepted once by your organisation's Admin.

1. Your account

- You'll keep your login credentials confidential and not share your account.
- You'll only access the organisation workspace you've been invited to.
- You're responsible for activity under your account.

2. Acceptable use

- Use lumi for your organisation's people-analytics and benchmarking work — nothing else.
- Don't attempt to identify any other organisation from benchmark aggregates, re-sell or republish benchmark data, probe or disrupt the service, or upload unlawful content.
- Benchmark figures may be shared inside your organisation and with its advisers; public disclosure requires lumi's written consent.

3. Intellectual property

- lumi owns the platform, the question library, and the aggregated benchmark.
- Your organisation owns its own submitted data (see the Data Contribution Terms).
- We grant you a personal, non-transferable licence to use the platform while your organisation is a member.

4. Service basis

- lumi is provided "as is" during the founding-member period. We'll take reasonable care, but we don't warrant uninterrupted availability.

- Benchmark outputs are decision-support information, not professional advice.

5. Suspension and ending

- We may suspend accounts that breach these terms. Your access ends when your organisation's membership ends or your Admin removes your account.

6. Governing law

- These terms are governed by the law of England and Wales, and the courts of England and Wales have exclusive jurisdiction.

Questions: hello@lumihr.co.uk

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