

ANNEX 3: BRIGHTOWL PRIVACY POLICY

BrightOwl is firmly committed to protect the privacy and personal data of its clients, consultants and the visitors of the website in compliance with the Belgian privacy and data protection legislation.

By visiting, using and/or registering on the website www.brightowl.pro (also referred to as “BrightOwl Platform” or “Platform”), you agree that you have read and accept this privacy policy (hereinafter referred to as “Privacy Policy”).

When do we collect your personal data ?

In order to get access to or use some parts or features of the website, you will be asked to provide some personal data on the website (such as your name, picture, address, e-mail address, phone number, date of birth, CV, function, etc.). In the context of registering or using the website, you may also (be asked to) provide some personal data to BrightOwl via e-mail.

Who is the controller of the processing of your personal data ?

The controller of the processing of your personal data is Expert Workplace NV/SA, with registered seat at Kanunnik De Deckerstraat 20, box a, 2800 Mechelen, Belgium, VAT BE 0542.416.773, RPR Mechelen (“BrightOwl”).

Why do we collect and use your personal data ?

When providing your personal data via the website or e-mail or in any other way to BrightOwl, you provide your explicit and unambiguous consent to BrightOwl to process, if applicable, your personal data to:

- provide you access to some parts or features of the website;
- contacting you, such as for asking more information about you, inviting you for an interview, etc.;
- perform the contract between you and BrightOwl;
- post (information from) your CV and other personal data on the website;
- matching your CV and other personal data with available or anticipated projects at companies;
- compare your CV and other personal data with other people in view of selecting a candidate for available or anticipated projects;
- grant companies that have registered on the website and that have available or anticipated projects access to (some of) your personal data and CV;
- send your CV and other personal data to companies that have available or anticipated projects, whether or not they have registered on the website;
- comply with the cookie policy and the cookies that are effectively treated by BrightOwl.

When you tick the relevant box on the website, BrightOwl may also use your personal data to send you news and information of a commercial nature (such as newsletters and direct marketing).

BrightOwl wishes not to collect sensitive personal data, such as data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, health

or sex life. However, if you choose to provide such data to Bright Owl, these will unavoidably inform BrightOwl thereof and these data will end up in BrightOwl's records.

To whom may we provide your personal data ?

BrightOwl can provide, if applicable, the personal data to companies that are registered on the BrightOwl Platform and that have available or anticipated projects with a possible match with your profile.

For the processing of your personal data BrightOwl will use its server located in the USA with GoDaddy. This company complies with the Safe Harbor Principles.

Your rights

At any moment, you are entitled to access, rectify and object to the use for direct marketing of your personal data free of charge by viewing or changing your personal data on the website, by e-mail to info@brightowl.pro, or by regular mail to the aforementioned address. When you do so by e-mail or regular mail, BrightOwl may ask you to provide proof of your identity.