



ENGINEETECH365 PRIVACY AND DATA PROTECTION POLICY

Last update: 21 April 2020

The ARC Group sprl/bvba, owner of EngineeTech365 website and brand, respects the privacy of users upon the terms of the general data protection regulation (GDPR). This policy sets out how we collect, use, store, disclose and protect any data and information that you provide when you use this website.

This Privacy and Data Protection Policy is an integral part of the engineetech365.com website's terms and conditions. It applies to all users of the site regardless of their category: individual, enterprise, professional organization, or recruiter.

By checking the box 'Yes, I accept the EngineeTech365 terms of use and privacy policy' online, you confirm that you have read and that you accept these terms and conditions without restriction or reservation. If you disagree with any of its terms, you are free not to use or no longer use our services at whatever moment.

WHAT DATA AND INFORMATION DO WE COLLECT

EngineeTech365 collects personal information from you in order to help connecting you with employers that could be interested in your professional profile upon your background and career preferences. Information is also used to provide you other services related to this website including updates, newsletters, information about new employers and new available jobs, invitations to career-related events and seminars, communication to improve the quality of our services, among others.

We may collect the following information, mandatorily or optionally:

- first name and name
- contact information including email address and telephone
- demographic information such as postcode, city, country, preferences and interests
- professional information such as career background, studies, degrees obtained, specializations, future jobs preferences, links to social network profiles, CV, etc.

Although anyone may visit the website and use some services without providing any information, some functionalities and services may not be accessible without creating a personal account and providing personal and professional information.

HOW DO WE PROCESS AND USE YOUR DATA

We collect and process your data as an employment platform and more specifically to:

- deliver general quality services and tailored services upon your personal interests and preferences
- provide specific information that might be of interest for you in the context of your professional interests and preferences, and for optimizing your experience when using the website
- give access to your personal and professional data to enterprises and recruitment firms that could be interested by your profile to contact you for potential job opportunities
- communicate with you through emails notices, newsletters and social networks about new vacancies,

- employers news, career tips, career-related events, etc.
- undertake market research and surveys
- comply with legal and regulatory requirements
- analyze how visitors of the website use the services and content with the purpose to enhance them
- investigate, prevent or take action regarding illegal activities, suspected fraud, defend against legal claims, or on request from the court

HOW CAN YOU MANAGE YOUR DATA

You have the possibility to access and modify your personal and professional data, as well as your preferences, at any moment and through the user dashboard. Users have permanent access to their personal and professional information so that they may update/modify/remove their data. Users may also deactivate their account and, by doing so, remove their profile, delete their data, and unsubscribe from all our emails communications. After deactivating, you can re-create a new account at any time. If you face any problem to modify or delete your data, please email us as quickly as possible for support. We will promptly help you to remove the required data or do it ourselves at your request.

DATA SECURITY

We are committed to ensuring that your information is secure. In order to prevent unauthorised access or disclosure we have put in place suitable physical, electronic and managerial procedures to safeguard and secure the information we collect online. Data are stored -and backed-up- to professional hosting providers to ensure the integrity, security and confidentiality of your data.

HOW WE USE COOKIES

A cookie is a small file which asks permission to be placed on your computer's hard drive. Once you agree, the file is added and the cookie helps analyse web traffic or lets you know when you visit a particular website. Cookies also allow web applications to respond to you as an individual. The web application can tailor its operations to your needs, likes and dislikes by gathering and remembering information about your preferences. Moreover, some cookies are essential to the proper function of engineetech365.com and to secure access to your account.

We may use traffic log cookies to identify which pages are being used. This helps us analyses data about web page traffic and improve our website in order to tailor it to customer needs. We only use this information for statistical analysis purposes and then the data is removed from the system.

Overall, cookies help us provide you with a better service, by enabling us to monitor which pages and content you find useful and which you do not. A cookie in no way gives us access to your computer or any information about you, other than the data you choose to share with us.

You can choose to accept or decline cookies. Most web browsers automatically accept cookies, but you can usually modify your browser setting to decline or turn off cookies if you prefer. However this may prevent you accessing some functionalities and from taking full advantage of the website.

LINKS TO OTHER WEBSITES

Our website may contain links to other websites of interest. However, once you have used these links to leave our site, you should note that we do not have any control over that other website. Therefore, we cannot be responsible for the protection and privacy of any information which you provide whilst

visiting such sites and such sites are not governed by this privacy statement. You should exercise caution and look at the privacy statement applicable to the website in question.

SHARING AND TRANSFER OF DATA AND INFORMATION

We will never sell, distribute or lease your personal and professional information to third parties unless we have your prior and written permission or are required by law to do so.

EngineeTech365 may subcontract the processing of your data to, or otherwise share your data with, our technical service providers in countries other than your country of residence. The data protection laws in these countries may be different from those in your country of residence. By accepting this Privacy Policy, using our services, or providing information to us, you expressly consent to such transfer and processing.

In the event of a sale, merger, reorganization, dissolution or similar event relating to all or a portion of our business or assets, your personal and professional data may be part of the transferred assets.

QUESTIONS AND COMMENTS

If you have any questions or comments regarding our Privacy and Data Protection Policy, please send us an email to legaloffice@engineetech365.com