



**EUROPE
TECHNOLOGIES**

General Data Privacy Policy

Having regard to REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL
of 27th April 2016

Name of the data controller: Europe Technologies

Date of entry into force: .././....



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1) Data Privacy Policy

This Data Privacy Policy describes the methods we use to collect, manage and use your personal data.

This Policy may be amended, supplemented, deleted or updated; note, however, that we will always process your Personal Data in accordance with the Policy in force at the time of collection.

We will use this page to keep you regularly informed of any changes to this Policy, to ensure that you are always fully aware of the categories of data we collect, how we use such data, and the circumstances in which it may be disclosed.

Our Data Privacy Policy can be accessed on every page where Personal Data is requested. More generally, a link entitled "Data Privacy Policy" is included at the bottom of every page of our websites. Where necessary, further explanation of the purposes for which data will be used may be provided at each "data collection point".

2) Data privacy guarantees

a) Data collected via website forms

The term "Personal Data", as used in this Policy, refers to data such as *

- Title,
- First name(s) and Surname,
- Email address,
- Postcode,
- Country,
- Company,
- Telephone number.
- CVs and cover letters in response to our job offers

Generally speaking, we will process your Personal Data in accordance with the procedure described in this Policy. We reserve the right to carry out additional processing that may be required by law or as part of an investigation, in particular a criminal investigation.

b) Log files

- The website host (see Legal Notice) may automatically collect and record data in server log files. The data recorded in these files is transmitted automatically by your browser. Below are some examples of the type of data recorded:
- Browser type and version
- Operating system used
- URL used to access the website
- Host name of the access PC
- Time of server request
- This data cannot be used to identify a data subject directly and is not cross-checked with other data sources. This data enables us to monitor and improve the performance of our website and is therefore used for maintenance purposes.



The following sections explain how we collect your Personal Data.

3) Use of Personal Data

Most of our services do not require any form of registration or recording, allowing you to visit our website with no need to identify yourself. However, some services may require you to provide certain Personal Data. In such cases, if you choose not to provide the requested data, you may not be able to access certain resources and documentation, and we may not be able to respond to your request.

Under current regulations, your Personal Data enables us to provide you with products or services, to invoice you for any products and services you may request, to offer you products and services that may be of interest to you, or to communicate with you regarding other purposes, obvious in view of the circumstances, and which we will inform you of at the time of collecting your Personal Data.

Our website also has sharing tools that allow you to relay data on our website to social networks such as Facebook, Twitter or LinkedIn. If relaying data via third-party websites, you will be subject to said sites' own data privacy policies. We advise you to consult their terms of use and data privacy policies for further information on how these websites use your Personal Data.

Data retention period:

Your personal data will be kept by EUROPE TECHNOLOGIES and its subsidiaries, agents and distributors solely for the period corresponding to the purpose of its collection as indicated above, which shall not, under any circumstances, exceed:

- Cookies: 13 months maximum
- Newsletter subscribers: indefinitely, up till receipt of a request to cancel the subscription. The data will be destroyed on the date of receipt of the subscription cancellation request.
- Accounting data (invoices, orders, etc.): 10 years
- Prospective customers: 36 months after the last invitation to which the prospect responded
- Other types of data recorded on the website: 24 months
- Recruitment data: 2 years

4) Non-disclosure of personal data

Your Personal Data will never be sold, shared or communicated to third parties, except as provided for in this Policy.

Your Personal Data may be disclosed to third parties acting for us or on our behalf for specific processing in accordance with the purposes for which it was originally collected, or may be lawfully processed, in accordance with applicable local regulations, for activities such as the provision of services, assessment of the usefulness of this website, product marketing and sales, data management or technical support.

Said third parties are contractually bound to use your Personal Data solely for the stated purposes, and have agreed not to sell or disclose it to other third parties unless required to do so by law, or unless we explicitly authorise them to do so, or if provision is made to that effect in this Policy.

The Personal Data we collect may also be communicated to a third party if the business of all or part of this website and related customer data is sold, assigned or transferred, in which case we will require the buyer or assignee to process such Personal Data in accordance with this Policy.

Personal Data may also be disclosed to a third party if we are required to do so under an applicable law or regulation, court order or government regulation, or if such disclosure is necessary as part of an investigation or criminal proceeding, whether in France or abroad.

5) Right of access, rectification and opposition

Whenever we process Personal Data, we take all reasonable steps to ensure the accuracy and relevance of your data in accordance with the purposes for which we collect it.

You are entitled both to access and to object to the processing of your Personal Data on legitimate grounds, i.e. if such processing is not reasonably necessary for the pursuit of our legitimate interest as described in this Policy, or for compliance with the law.

In accordance with the law, in the event of canvassing, including by electronic means, we will provide you with the means enabling you to object or to consent to the receipt of information. Should you wish to find out more about how we use your Personal Data, or if you wish to object to the processing of your Personal Data, please contact us by via email at the following address: DPO@europetechnologies.com

In this case, please indicate the name of the website on which you provided your data, as well as the data you would like us to correct, update or delete, identifying yourself clearly and accurately. Requests to delete personal data will be subject to our obligations under law, in particular, concerning the retention or archiving of documents.

6) Security and confidentiality

To ensure the security and confidentiality of the Personal Data we collect online, we use networks protected by standard systems such as firewalls and passwords.

When processing your Personal Data, we take all reasonable steps to protect it against any loss, misuse, unauthorised access, disclosure, alteration or destruction.

7) "Cookies" and Internet tags

7.1) "Cookies"



A "cookie" is a small data file sent to your browser and stored on your terminal (e.g. PC, smartphone). This file contains data such as the user's domain name, your operating system and the date and time of access. Cookies will not damage your terminal in any way.

We may collect and process data about your visit to this website, such as the pages viewed, any searches made, or your choice of service or customisation. This data enables us to improve website content, your browsing experience and/or to compile statistics on data subjects using our website for internal market research purposes, or to provide you with a service that you have requested.

We offer you the option of accepting or rejecting these cookies, which facilitate browsing and/or the provision of services on offer on this website, via a banner display on the middle of your browser. Please note that should you refuse these cookies, certain functions on our website may not be available. We also use the services of external providers to help us collect and process the data described in this section (Google Analytics).

8) How to contact us

Should you have any queries or complaints concerning our compliance with this Data Privacy Policy, or if you would like to make any recommendations or comments to improve its quality, please contact us using the form available online at: <https://europetechnologies.com/contact/>

This data privacy policy is applicable in