

TERMS OF SERVICE

Updates November 18, 2021

The website www.jobotor.com and all its extensions and the JOBOTOR mobile application (hereinafter jointly the "Platform") are a private initiative of: APplugs, rue Georges Cousot 7/8, Dinant BE0831082142 (hereinafter "JOBOTOR ")

1. Scope

These general conditions of use (hereinafter the "T & Cs") apply to any visit or use of the www.jobotor.com Platform (and extensions) and its information or of the mobile application platform "JOBOTOR "by an Internet user or user of the mobile application (hereinafter" User "). By visiting or using the Platform, the User acknowledges having read these T & Cs and expressly accepts the rights and obligations mentioned therein. Exceptionally, the provisions of the T & Cs may be waived by written agreement. These exemptions may consist of the modification, addition or deletion of the clauses to which they relate and have no impact on the application of the other provisions of the T & Cs. We reserve the right to modify our T & Cs at any time, without prior notification, but we undertake to apply the provisions that were in force at the time you used our Platform.

2. Platform

a. Access and navigation : We take all reasonable and necessary measures to ensure the proper functioning, security and accessibility of our Platform. However, we cannot offer a guarantee of absolute operability and we must therefore consider our actions as being covered by an obligation of means. Any use of the Platform is always at the User's own risk. Thus, we are not responsible for any damage that may result from possible malfunctions, interruptions, defects or even harmful elements present on the Platform. We reserve the right to restrict access to the Platform or to interrupt its operation at any time, without prior notification obligation.

b. Content : JOBOTOR largely determines the content of the Platform and takes great care of the information present on it. We take all possible measures to keep our Platform as complete, accurate and up to date as possible, even when the information on it is provided by third parties. We reserve the right to modify, complete or delete the Platform and its content at any time, without liability being incurred. JOBOTOR cannot offer an absolute guarantee concerning the quality of the information present on the Platform. It is therefore possible that this information is not always complete, exact, sufficiently precise or up to date. Consequently, JOBOTOR cannot be held liable for any damage, direct or indirect, that the User would suffer as a result of the information present on the Platform. If certain content on the Platform is in violation of the law or the rights of third parties, or is contrary to morality, we ask you to inform us as soon as possible by email so that we can take appropriate measures. Any download from the Platform always takes place at the User's risk. JOBOTOR cannot be held responsible for any damage, direct or indirect, resulting from these downloads, such as loss of data or damage to the User's computer system, which are entirely and exclusively the responsibility of the latter.

3. Links to other websites

The Platform could contain links or hyperlinks to external websites. Such links do not automatically mean that there is a relationship between JOBOTOR and the external website or even that an implicit agreement exists with the content of these external sites. JOBOTOR has no control over external websites. We are therefore not responsible for the safe and correct functioning of hyperlinks and their final destination. As soon as the User clicks on the hyperlink, he leaves the Platform. We can therefore not be held responsible for any subsequent damage.

4. Intellectual property

The structuring of the Platform, but also the texts, graphics, images, photographs, sounds, videos, databases, computer applications, etc. which compose it or which are accessible via the Platform are the property of the publisher and are protected as such by the laws in force in respect of intellectual property. Any representation, reproduction, adaptation or partial or total exploitation of the content, trademarks and services offered by the Platform, by any means whatsoever, without the prior, express and written authorization of the publisher, is strictly prohibited, to the 'except for elements expressly designated as free of rights on the Platform. The User of the Platform is granted a limited right of access, use and display of the Platform and its content. This right is granted on a non-exclusive, non-transferable basis and may only be used for personal, non-commercial use. Unless prior written consent, Users are not authorized to modify, reproduce, translate, distribute, sell or communicate to the public, in whole or in part, the protected elements. The User is prohibited from entering data on the Platform which would modify or which would be likely to modify its content or appearance.

5. Protection of personal data

The personal data provided by the User during his visit or use of the Platform are collected and processed by JOBOTOR exclusively for internal purposes. JOBOTOR assures its users that it attaches the greatest importance to the protection of their privacy and their personal data, and that it always undertakes to communicate clearly and transparently on this point. JOBOTOR undertakes to comply with the applicable legislation in this area, namely the Law of 8 December 1992 on the protection of privacy with regard to the processing of personal data as well as the European Regulation of 27 April 2016 relating to the protection of individuals with regard to the processing of personal data and the free movement of such data. The User's personal data is processed in accordance with the Privacy Policy available on the Platform.

6. Applicable law and competent jurisdiction

These T & Cs are governed by Belgian law. In the event of a dispute and in the absence of an amicable agreement, the dispute will be brought before the courts of the judicial district where JOBOTOR has its registered office. The official language for all contact, mail, file, dispute is French. French is the language used and prevails over translations into all other languages.

7. General provisions

JOBOTOR reserves the right to modify, extend, delete, limit or interrupt the Platform and the associated services at any time, without prior notification, and without incurring any liability. In the event of violation of the T & Cs by the User, JOBOTOR reserves the right to take appropriate

sanction and repair measures. JOBOTOR reserves the right in particular to refuse the User any access to the Platform or to our services temporarily or permanently. These measures can be taken without giving any reason and without notice. They cannot engage the responsibility of JOBOTOR or give rise to any form of compensation. The illegality or total or partial nullity of a provision of our T & Cs will have no impact on the validity and application of the other provisions. In such a case, we have the right to replace the provision with another valid provision of similar scope.

PRIVACY POLICY

Updated on November 18, 2021

1. Parts and Purpose

JOBOTOR (or the "Data Controller") Rue Georges Cousot 7 box 8 at 5500 Dinant

JOBOTOR establishes this Confidentiality Policy, the purpose of which is to inform in full transparency the Users of the website hosted at the following address: www.jobotor.com or of the JOBOTOR mobile application (hereinafter referred to as the "Site ") of the way in which personal data is collected and processed by JOBOTOR. The term "User" refers to any user, either any natural or legal person, who visits or interacts in any way with the Site. As such, JOBOTOR determines all the technical, legal and organizational means and purposes for processing Users' personal data. JOBOTOR undertakes to take all the necessary measures to ensure that personal data is processed in accordance with the law of July 30, 2018, relating to the protection of individuals with regard to the processing of personal data (hereinafter: after, "the Law") and to the European Regulation of April 26, 2016 on the protection of personal data with regard to the processing of personal data and on the free movement of such data (hereinafter the "Regulation "). JOBOTOR is free to choose any natural or legal person who processes the personal data of users at his request and on his behalf (hereinafter the "Subcontractor"). Where applicable, JOBOTOR undertakes to select a Subcontractor offering sufficient guarantees as to the technical and organizational security measures for the processing of personal data, with regard to the Law and the Regulations.

2. Processing of personal data

Use of the Site by Users may result in the communication of personal data. The processing of this data by JOBOTOR, in its capacity as Data Controller, or by service providers acting in the name and on behalf of JOBOTOR, will comply with the Law and the Regulations. Personal data will be processed by JOBOTOR in accordance with the purposes mentioned below, via: - an automated procedure; - the forms; - information sharing.

3. Purpose of processing personal data

In accordance with article 13 of the Regulations, the purposes of the processing of personal data are communicated to the User and are as follows: Ensure the execution of the services agreed on the site

4. Personal data that may be processed

The User consents, when visiting and using the Site, that JOBOTOR collects and processes, according to the terms and principles described in this Privacy Policy, the following personal data: The information it provides voluntarily Information collected automatically such as, for example, the IP address, date, location

5. Consent

By accessing and using the Site, the User declares to have read and given their free, specific, enlightened and unequivocal agreement to the processing of personal data concerning them. This agreement covers the content of this Privacy Policy. The consent is given by the positive act by which the User has checked the box proposing the Privacy Policy in hypertext link. This consent is an essential condition for carrying out certain operations on the Site or for allowing the User to enter into a contractual relationship with JOBOTOR. Any contract between JOBOTOR and a User relating to the services and goods offered on the Site is subject to acceptance of the Privacy Policy by the User. The User agrees that the Data Controller processes and collects, in accordance with the terms and principles included in this Privacy Policy, his personal data that he communicates on the Site or during the services offered by JOBOTOR , for the purposes indicated above. The User has the right to withdraw his consent at any time. The withdrawal of consent does not compromise the lawfulness of the processing based on the consent previously given.

6. Retention period of Users' personal data

In accordance with article 13 §2 of the Regulations and the Law, the Data Controller only keeps personal data for the time reasonably necessary to enable the fulfillment of the purposes for which they are processed. This duration is in all cases less than: 10 years

7. Data recipients and disclosure to third parties

Personal data may be transmitted to JOBOTOR employees, employees, subcontractors or suppliers who offer adequate data security guarantees, and who collaborate with JOBOTOR in the context of the marketing of products or the provision of services. They act under the direct authority of JOBOTOR, and are in particular responsible for collecting, processing or subcontracting this data. In all cases, the recipients of the data and those to whom this data has been disclosed respect the content of this Privacy Policy. JOBOTOR ensures that they will process this data for the sole purpose provided, in a discreet and secure manner. In the event that the data is disclosed to third parties for direct marketing or prospecting purposes, the User will be informed beforehand so that he expresses his consent to the use of this personal data.

8. Data Protection Officer (DPO)

The role of the DPO is to ensure the proper implementation of national and supranational provisions regarding the collection and processing of personal data. The DPO can be contacted as follows: admin (a) jobotor.com (office hours).

9. User rights

At any time, the User can exercise his rights by sending a message by email to the following address: admin (a) Jobotor.eu, or a letter by post addressed, attaching a copy of his identity card at the following address: Rue Georges Cousot 7 bte 8 at 5500 Dinant

a. Right of access In accordance with article 15 of the Regulations, JOBOTOR guarantees the right of access to the User to his personal data. The User has the right to obtain access to said personal data as well as the following information: • the purposes of the processing; • the categories of personal data concerned; • the recipients or categories of recipients to whom the personal data have been or will be communicated, in particular recipients who are established in third countries or international organizations; • where possible, the planned retention period for personal data or, when this is not possible, the criteria used to determine this period; • the existence of automated decision-making, including profiling, referred to in Article 22, paragraphs 1 and 4 of the Regulation, and, at least in such cases, useful information regarding the underlying logic, as well that the importance and the foreseen consequences of this processing for the data subject The Data Controller may demand the payment of reasonable fees based on administrative costs for any additional copy requested by the User. When the User submits this request electronically (through the electronic address for example), the information is provided in a commonly used electronic form, unless the User requests otherwise. . The copy of his data will be communicated to the User at the latest within one month after receipt of the request.

b. Right of rectification JOBOTOR guarantees the right of rectification and erasure of personal data to the user. In accordance with article 16 of the Regulation, incorrect, inaccurate or irrelevant data may be corrected or deleted at any time. The User first makes the necessary modifications himself from his user / other account, unless these cannot be carried out independently, in which case a request can be made to JOBOTOR. In accordance with Article 19 of the Regulations, the Data Controller notifies each recipient to whom the personal data has been communicated of any rectification of the personal data, unless such communication proves impossible or requires disproportionate efforts. The data controller provides the data subject with information on these recipients if the latter so requests.

c. Right to erasure The User has the right to obtain the erasure of his personal data as soon as possible in the cases listed in article 17 of the Regulations. When the Data Controller has made the personal data public and is required to erase them under the previous paragraph, the Data Controller, taking into account the technologies available and the costs of implementation, takes reasonable measures , including of a technical nature, to inform other controllers who process such personal data that the data subject has requested the erasure by those controllers of any link to such personal data, or of any copy or reproduction thereof. The two preceding paragraphs do not apply insofar as this processing is necessary: • for the exercise of the right to freedom of expression and information; • to comply with a legal obligation which requires the processing

provided for by Union law or by the law of the Member State to which the controller is subject, or to perform a task of public interest or relating to the exercise the public authority vested in the controller; • the establishment, exercise or defense of legal claims. In accordance with Article 19 of the Regulations, the Data Controller notifies each recipient to whom the personal data has been communicated of any erasure of personal data or any limitation of the processing carried out, unless such communication proves impossible. or requires disproportionate effort. The data controller provides the data subject with information on these recipients if the latter so requests.

d. Right to limit the processing The User has the right to obtain the restriction of the processing of his personal data in the cases listed in article 19 of the Regulations. In accordance with Article 19 of the Regulations, the Data Controller notifies each recipient to whom the personal data has been communicated of any limitation of the processing carried out, unless such communication proves impossible or requires disproportionate efforts. The data controller provides the data subject with information on these recipients if the latter so requests.

e. Right to data portability In accordance with article 20 of the Regulation, Users have the right to receive from JOBOTOR personal data concerning them in a structured, commonly used and machine-readable format. Users have the right to transmit this data to another data controller without JOBOTOR obstructing it in the cases provided for by the Regulations. When the User exercises his right to data portability in application of the previous paragraph, he has the right to obtain that the personal data is transmitted directly from one controller to another, when this is technically possible. The exercise of the right to data portability is understood to be without prejudice to the right to erasure. This right does not apply to processing necessary for the performance of a task of public interest or relating to the exercise of public authority vested in the controller. The right to data portability does not affect the rights and freedoms of third parties.

f. Right of opposition and automated individual decision-making The User has the right at any time to object to the processing of his personal data due to his particular situation, including the automation of data carried out by JOBOTOR. In accordance with Article 21 of the Regulations, JOBOTOR will no longer process personal data, unless there are legitimate and compelling reasons for the processing which prevail over the interests and rights and freedoms of the User, or for the establishment, exercise or defense of legal claims. When personal data is processed for prospecting purposes, the User has the right to object at any time to the processing of personal data concerning him for such prospecting purposes, including profiling to the extent where it is related to such prospecting. When the data subject objects to the processing for prospecting purposes, the personal data are no longer processed for these purposes.

g. Right of complaint The User has the right to lodge a complaint concerning the processing of his personal data by JOBOTOR with the Data Protection Authority, competent for the French territory.

10. Cookies

The Site uses cookies to distinguish Users of the Site. This allows to provide Users with a better browsing experience and an improvement of the Site and its content. The purposes and methods of cookies are contained in this article.

a. General principles A "Cookie" is a file temporarily or permanently placed on the User's hard drive when consulting the Website, with a view to subsequent connection. Thanks to cookies, the server recognizes the User's computer. Cookies can also be installed by third parties with whom JOBOTOR works. Some of the cookies used by JOBOTOR are necessary for the proper functioning of the Site, others improve the User experience. The User can personalize or deactivate cookies by configuring his browser. By using the Website, the User expressly agrees with the management of cookies as described in this article.

b. Type of cookies and purposes pursued Different types of cookies are used by JOBOTOR on the Site:

- Technical cookies: they are necessary for the operation of the Website, allow the communication of the data entered and are intended to facilitate navigation of the website. User ;
- Statistical and audience measurement cookies: these cookies allow the recognition of the User and are used to count the number of Users of the Website over a certain period. As long as they also indicate browsing behavior, they are an effective way to improve the User's browsing experience, by showing him proposals and offers that may be of interest to him. They also allow JOBOTOR to identify possible bugs on the Website and to correct them.
- Functional cookies: these cookies facilitate the use of the Website by retaining certain choices made (for example, username or language);
- Tracking cookies: JOBOTOR uses tracking cookies via Google Analytics, to measure the interaction of Users with the content of the Site and to produce anonymous statistics. These statistics allow JOBOTOR to improve the Website. Google supports the explanation of these cookies at the following address:

http://www.google.nl/intl/en_uk/policies/privacy/

c. Retention period for cookies Cookies are kept for the time necessary to fulfill the purpose pursued. The cookies likely to be stored on the User's hard drive as well as their retention period are as follows: 1 year

d. Managing cookies If the User does not want the Website to place cookies on his hard drive, it is easy for him to manage or delete them by modifying his browser settings. The programming of the browser also allows the User to receive a notice or a notification as soon as a Website uses cookies and thus decide to accept this, or to refuse it. If the User disables certain cookies, he accepts that the Website may not function optimally. Certain parts of the Website may therefore not be usable, or may be partially. If the User thus wishes to manage and / or delete certain cookies, he can do so by using the following link (s): For Users having as a browser:

- Internet Explorer: <http://windows.microsoft.com/en-us/windows-vista/block-orallow-cookies>
- Microsoft Edge: <http://windows.microsoft.com/en-gb/windows-10/edge-privacy-faq>
- Chrome: <https://support.google.com/accounts/answer/61416?hl=fr>
- Firefox: <https://support.mozilla.org/fr/kb/activer-desactiver-cookies-preferences>
- Safari: https://support.apple.com/kb/ph21411?locale=fr_CA

If the User refuses to allow Google Analytics cookies to be used, he is invited to configure his browser accordingly, on the website.

11. Limitation of liability of the Data Controller

The website may contain links to other websites owned by third parties unrelated to JOBOTOR. The content of these sites and their compliance with the law and regulations are not the responsibility of JOBOTOR. The holder of parental authority must give his express consent so that a minor under 16 can disclose personal information or data on the website. JOBOTOR strongly advises people exercising parental authority over minors to promote responsible and secure use of the Internet. The Data Controller cannot be held responsible for having collected and processed information and personal data from minors under the age of 16 whose consent is not effectively covered by that of their legal parents or for incorrect data - in particular concerning the 'age- introduced by minors. Under no circumstances will personal data be processed by the Data Controller if the User specifies that he is under 16 years of age. JOBOTOR is not responsible for the loss, corruption or theft of personal data caused in particular by the presence of viruses or following computer attacks.

12. Security

The Data Controller implements organizational and technical measures to guarantee an appropriate level of security for the processing and collection of data. These security measures depend on the costs of implementation with regard to the nature, context and purposes of the processing of personal data. The Data Controller uses standard encryption technologies within the IT sector when transferring or collecting data on the Site.

13. Modification of the Privacy Policy

JOBOTOR reserves the right to modify this Privacy Policy in order to comply with legal obligations in this area. The user is therefore invited to regularly consult the Confidentiality Policy in order to be aware of the modifications and adaptations. Any such modification will be posted on the Site or sent by email for opposability purposes.

14. Applicable law and competent jurisdiction

This Privacy Policy is exclusively governed by Belgian law. Any dispute will be brought before the courts of the judicial district of the head office of JOBOTOR. The official language for all contact, mail, file, dispute is French. French is the language used and prevails over translations into all other languages.

15. Contact

For any questions or complaints relating to this Privacy Policy, the User can contact the Data Controller via the following address: admin (a) jobotor.com