

## Privacy Policy



KBACE Technologies, Inc. and its affiliates ("KBACE") are committed to protecting your privacy. This Privacy Policy applies to activities directly related to your visit of the KBACE websites and the protection of your data well as the Staffing process. It does not apply to third parties' websites linked through KBACE website. We strongly recommend that you read these third parties' privacy policies prior to providing any information to such sites. KBACE has no responsibility or liability in connection with any third parties' websites.

**Collection, Use and Transfer of Your Information:** You can visit most of the KBACE site without disclosing your personally-identifiable information ("personal data"). However, you may choose to provide us with your personal data, for example when you contact us, register for seminars, activities and programs available on our website or when you request information or services. You also may decide to provide us voluntarily with personal data of a third person, such as your spouse, colleague or friend. In such case, we assume that you have an unrestricted permission of such person to provide her personal data to KBACE. KBACE may use suppliers to collect, process, store, use, analyze and/or transfer the data on its behalf. In such case, it is KBACE practice to require that these suppliers handle the personal data they process or transfer in a manner consistent with KBACE's policies. By submitting the personal data to us, you acknowledge and agree with your data being processed and/or transferred on KBACE's behalf by its suppliers. KBACE will handle the information we learn from you from your visit to our website in the following manner: ‘

If you visit our site to read or download information, such as news, product information, case studies or articles: We may collect, process or transfer only the following information about you: the name of the domain from which you access the Internet; the date and time you access our site; and the Internet address of the website from which you linked directly to our site. We use the information we collect to measure the number of visitors to the different sections of our site, and to help us make our site more useful to visitors. We may use "cookies" and/or technologies to collect personally non-identifiable information from your visits to our website to enhance your overall site experience and for statistical purposes. You can set your browser to turn off "cookies" or to warn you when a website attempts to place a "cookie" on your computer. However, if you turn off the "cookies", some websites may not work properly.

If you submit personal data when visiting a KBACE website: We may collect, process and/or transfer the specific information you voluntarily provide to us in the contact form you choose to fill in on our website, including the personal data you provide. By submitting any personal data on KBACE's site, you authorize KBACE to use, process and transfer (if necessary across borders) such data, even in and to countries where the level of data protection may not be commensurate with the high standard of protection adopted by certain countries, such as the standard suggested by the EU Data Protection Directive. In such countries, KBACE will still handle your personal data in the manner described in this Privacy Policy. KBACE will not sell personal data to third parties; however your personal data may be automatically transferred to the successor to substantially all of the assets and business of KBACE.



If you are a client, or are part of a client organization, or are a subcontractor: Personal data you provide to KBACE, including personal data of a third party, such as your spouse, colleague and friend may be collected, stored, used and transferred as necessary for KBACE to carry out business or seek potential business in the future with your company. If you provide us with personal data, whether in the form of an e-mail, business card, orally during business meeting or otherwise, we assume that you have granted us a permission to collect, store, use and transfer such information with no limitations even in and to countries where the level of data protection may not be commensurate with the high standard of protection adopted by certain countries, such as the standard suggested by the EU Data Protection Directive. We also assume that you have unrestricted permission from the third party for the transfer of its personal data.

### **Disclosure Required by Law**

Please be aware that it is possible that personal data you provide to KBACE may be subject to disclosure under the law (e.g. pursuant to a statutory provision, a court order or a subpoena).

### **Sensitive personal information**

KBACE will not generally collect, process or transfer sensitive personal data through its site, unless you expressly consent with such collection, processing or transfer. "Sensitive personal data" for the purposes of this KBACE Privacy Policy shall mean data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, and data concerning health or sex life. By providing us with unsolicited sensitive personal data, you explicitly consent to such data being collected, processed and transferred by KBACE.

### **Correction, Update and Deletion of the personal data**

KBACE will provide you with a possibility to ensure that the personal data you provided to us is accurate and up to date. You can request correction, update and deletion of your personal information via e-mail sent to [webmaster@kbace.com](mailto:webmaster@kbace.com), and we will use reasonable efforts to contact you regarding your request.

In case you chose to be on a mailing list for periodic email updates regarding KBACE services and events, you also can use this e-mail address [webmaster@kbace.com](mailto:webmaster@kbace.com) to send us a notification that you no longer want to receive such information. We will honor your choice and refrain from sending you such announcements. You may change your choice at any time.

To update or delete your data or correct an inaccuracy, we may ask you to verify your identity and cooperate with us in our effort.

### **Security of Your Personal Information**

KBACE uses various organizational and technical measures to protect your privacy and avoid unauthorized use or disclosure of your personal data. However, you should note that no transfer of data over the Internet is completely secure. While we use reasonable efforts to protect your data on our systems, when the data is transferred over the Internet, it may be accessed and used by unauthorized third parties. KBACE has no control over the performance, reliability, availability or security of Internet and does not warrant that any information transfer via Internet or any communication through Internet is secure. KBACE shall not be liable for any disclosure, unauthorized use, loss, damage, expense, harm or inconvenience resulting from the loss, delay, interception, corruption, intervention, misuse or alteration of any personal information due to any reason beyond KBACE's reasonable control.

### **Children's Personal Information**

KBACE.com is a site not targeted to children and is not intended to collect personal data from children under age of 13.

If you have questions regarding privacy of your personal information you submit to us through our website, please send an e-mail to [privacy@kbace.com](mailto:privacy@kbace.com)

