

PRIVACY POLICY **(version 1 January 2022)**

TEN Women respects the privacy of its website visitors, in particular their rights regarding the automatic processing of personal data. We have therefore formulated and implemented a policy on complete transparency with our customers regarding the processing of personal data, its purpose(s) and the possibilities to exercise your legal rights in the best possible way.

If you require any additional information about the protection of personal data, please visit the website of the Dutch Data Protection Authority (Autoriteit Persoonsgegevens):
<https://autoriteitpersoonsgegevens.nl/nl>.

Until you accept the use of cookies and other tracking devices, we will not place any non-anonymised analytical cookies and/or tracking cookies on your computer, mobile phone or tablet.

With the continued visit of this website you accept these terms of use and you accept the use of cookies and other tracking systems, unless we have provided for another method of accepting cookies on our website.

The current available version of this privacy policy is the only version that applies while visiting our website until a new version replaces the current version.

Article 1 - Definitions

1. Website (hereinafter: "Website") www.ten-women.com.
2. Party responsible for processing personal data (hereinafter: "the controller"): TEN Women, established at Pretoriusstraat 1-2, 1092EW Amsterdam, The Netherlands, Chamber of Commerce number: 80816088.

To whom does this Privacy Statement apply?

This Privacy Statement applies to everyone who visits our website and to people whose personal data are processed by TEN Women in the context of its provision of services.

Article 2 - Access to the website

Access to and use of the website are strictly personal. You will refrain from using the data and information of this website for your own commercial, political or advertising purposes, as well as for any commercial offers, in particular unsolicited electronic offers.

Article 3 - Website content

All brands, images, texts, comments, illustrations (animated) images, video images, sounds and all the technical applications that can be used to operate this website and more generally all the components used on this website, are protected by the laws on intellectual property. Any reproduction, repetition, use or modification, by any means whatsoever, of all or just part of it, including technical applications, without the prior written permission of the controller, is strictly prohibited. The fact that the controller may not take immediate action against any infringement, cannot be considered as a tacit consent, nor of a waiver of any right to prosecute the infringing party.

Article 4 - Management of the website

For the purpose of proper management of the site, the controller may at any time:

- suspend, interrupt, reduce or decline the access to the website for a particular category of visitors
- delete all information that may disrupt the functioning of the website or conflicts with national or international laws or is contrary to internet etiquette
- make the website temporarily unavailable in order to perform updates.

Article 5 - Responsibilities

1. The controller is not liable for any failure, disturbances, difficulties or interruptions in the functioning of the website, causing the (temporary) inaccessibility of the website or of any of its functionalities. You, yourself, are responsible for the way you seek connection to our website. You need to take all appropriate steps to protect your equipment and data against hazards such as virus attacks on the Internet. Furthermore, you are responsible for which websites you visit and what information you seek.
2. The controller is not liable for any legal proceedings taken against you: because of the use of the website or services accessible via the Internet for violating the terms of this privacy policy.
3. The controller is not liable for any damages that incur to you or third parties or your equipment, as a result of your connection to or use of the website and you will refrain from any subsequent (legal) action against the controller.
4. If the controller is involved in a dispute because of your (ab)use of this website, he is entitled to (re)claim all subsequent damages from you.

Article 6 - Collection of data

1. Your personal data will be collected by TEN Women and (an) external processor(s) .
2. Personal data means any information relating to an identified or identifiable natural person ('data subject').
3. An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.
4. The personal data that are collected on the website are used mainly by the collector in order to maintain a (commercial) relationship with you and if applicable in order to process your orders. They are recorded in an (electronic) register.

Article 7 - What personal data does TEN Women process in relation to you?

The personal data we process in relation to you are:

- Personal data you have provided to us, such as contact details, filled in on contact or website forms, amongst others your name, address, telephone number, email address, job title(s) and (details of) your identification documents (identification data). This includes other personal data that are provided by you, for example during initial meetings, events, seminars, etc.;
- Personal data that give insight into the use of our website or other electronic means of communication and;
- Personal data obtained from other sources, such as public professional social media platforms (for example LinkedIn), the Trade Register of the Chamber of Commerce or public professional (company) websites.

Article 8 - For what purposes do we process your personal datas?

We may use your personal data for the following purposes:

- To perform a contract in which you have engaged our services.
- To invoice for services rendered.
- To comply with our statutory obligations, for example State Taxes Act.
- To stay in contact with you, for example marketing campaigns or for recruiters to contact you.
- For (the communication regarding) webinars or masterclasses.
- To evaluate, for example an online questionnaire.
- To prepare analyses, for example behavioral and interaction data.
- To conduct client satisfaction surveys.
- To improve and secure our website.
- To prepare user statistics.

- To perform audits.

Article 9 - What is the legal basis for the processing of your personal data?

We process your personal data only when this is permitted on grounds of one of the legal bases cited in the General Data Protection Regulation (**GDPR**). We are guided by the following legal bases:

- Consent: we ask your consent for participation in a client satisfaction survey, direct marketing purpose, for the use of cookies on our website (see our Cookie Statement) or to be approached by a recruiter. If we have requested and obtained your consent to process your personal data, you have the right to withdraw such consent at any time. You can do this at hello@ten-women.com.
- The processing is necessary in order to establish a contract or in the run-up to the establishment of a contract.
- Statutory obligation.
- Legitimate interest:

We may also process personal data if we have a legitimate interest and this does not breach your privacy disproportionately. We use your contact details to invite you to seminars and events, for instance.

We also have a legitimate interest if we use your personal data to contact you after you have approached us yourself.

We do not always need permission to contact you. If we obtain your email address as a result of providing services, we can offer you similar services via direct marketing. In that case, we have a legitimate interest in offering you these services.

Article 10 - How did we obtain your personal data?

We obtain some information automatically when you visit our website. We collect this information via cookies, for instance. In this context, we also refer to our Cookie Statement.

We obtain other information if you actively provide it to us. For example, if you are or become our client or if you sign up for newsletters or events.

We also obtain information from third parties, such as personal data from the Trade Register of the Chamber of Commerce, or personal data available on public professional websites. We also obtain information from professional social media sources like LinkedIn.

Article 11 - Minors

We only process personal data of minors (persons younger than 16 years) if written permission has been given by the parent, guardian or legal representative.

Article 12 - Who has access to your personal data?

Your personal data are only accessible to people at TEN Women authorised to access them on a 'need-to-know' basis. Outside of the situations mentioned in this Privacy Statement, we will not disclose your personal data unless we deem this disclosure necessary in order to satisfy our statutory obligations, to protect our rights or someone else's rights, or to enforce compliance with this Privacy Statement.

Sometimes it is necessary to share your personal data with third parties. Depending on the circumstances of the case, this may be necessary in order to handle your file, for example to recruiters. There are also statutory obligations which mean that personal data must be passed on to third parties. Personal data may for example be provided to third parties for commercial purposes (to organise a joint activity, such as an event or seminar) or in the event of a reorganisation or merger of our business or sale of (part of) our business.

We may engage service providers (processors) for the processing of your personal data, who process personal data exclusively on our instructions. We conclude processing agreements with these processors which fulfil the requirements of the General Data Protection Regulation (GDPR). For example, we work with service providers who provide SaaS (software as a service) solutions or hosting

services. There are also ICT service providers who help us keep our systems secure and stable. We also use third-party services to send newsletters and commercial emails.

Article 13 - Transfer of personal data to countries outside the EEA

The personal data handled by the controller will be documented and saved in the Netherlands. The personal data contained in these files are not transferred to countries outside the European Economic Area (EEA) unless this is necessary for the establishment or exercise of the (commercial) relationship. When your personal data are processed, your personal data may be shared with third parties. These parties may be located outside the EEA. When applicable, we have taken appropriate security measures for sharing the personal data. We can transfer these data if this is necessary to perform the contract for services for the provision of our (commercial) services.

Article 14 - Third-party websites

Our website contains hyperlinks to websites of other parties and social media buttons. We are not responsible for the content of these websites or the services of the particular social media platforms. Nor is TEN Women responsible for the privacy policy and use of cookies on those websites and social media platforms.

Article 15 - How do we secure your personal data?

We do our utmost to take appropriate technical and organisational security measures to protect against the loss, abuse and alteration of your personal data for which we are responsible.

Article 16 - Your rights regarding information

1. Pursuant to Article 13 paragraph 2 sub b GDPR each data subject has the right to information on and access to, and rectification, erasure and restriction of processing of his personal data, as well as the right to object to the processing and the right to data portability. In cases that arise, you also have the right to submit a complaint to the Dutch DPA.
2. You can exercise these rights by contacting us at hello@ten-women.com.
3. Each request must be accompanied by a copy of a valid ID, on which you put your signature and state the address where we can contact you.
4. Within one month of the submitted request, you will receive an answer from us.
5. Depending on the complexity and the number of the requests this period may be extended to two months.

Article 17 - Legal obligations

1. In case of infringement of any law or regulation, of which a visitor is suspected and for which the authorities require the personal data collected by the collector, they will be provided to them after an explicit and reasoned request of those authorities, after which these personal data do not fall anymore under the protection of the provisions of this Privacy policy.
2. If any information is necessary in order to obtain access to certain features of the website, the controller will indicate the mandatory nature of this information when requesting these data.

Article 18 - Collected data and commercial offers

1. You may receive commercial offers from the collector. If you do not wish to receive them (anymore), please send us an email to the following address: hello@ten-women.com.
2. Your personal data may be used by our partners for commercial purposes. If you do not wish this to happen, please send us an email to the following address: hello@ten-women.com.
3. If you encounter any personal data from other data subjects while visiting our website, you are to refrain from collection, any unauthorized use or any other act that constitutes an infringement of the privacy of the data subject(s) in question. The collector is not responsible in these circumstances.

Article 19 - Data retention

The collected data are used and retained for the duration determined by law.

Article 20 - Cookies

1. A cookie is a small text file placed on the hard drive of your electronic device upon visiting our website. A cookie contains data so you can be recognized as a visitor when you are visiting our website. It enables us to adjust to your needs and it facilitates you to log in on our website. When you visit our website, we inform you about the use of cookies. By continuing to use our website you accept its use, unless we ask permission by other means. Your consent is valid for a period of thirteen months.
2. We use the following types of cookies on our website:
 - Functional cookies: like session and login cookies to collect session and login information.
 - Anonymised Analytic cookies: to obtain information regarding the visits to our website, like numbers of visitors, popular pages and topics. In this way we can adjust our communication and information to the needs of our visitors. We cannot see who visits our sites or from which personal device the visit has taken place.
 - Tracking Cookies: like advertising cookies that are intended to show relevant advertisements. By using these cookies we may deduce your personal interests. Thus (other) organisations may show you targeted advertisements when you visit their website. Tracking cookies make profiling possible and treat categories of people differently when targeting advertisements. Tracking cookies usually process personal data.
3. Specifically, we use the following cookies on our website: Facebook (tracking cookie), Plug & Pay.
4. When you visit our website, cookies from the controller and / or third parties may be installed on your equipment.
5. For more information about using, managing and deleting cookies for each electronic device, we invite you to consult the following link:
<https://autoriteitpersoonsgegevens.nl/nl/onderwerpen/internet-telefoon-tv-en-post/cookies#faq>

Article 21 - Imagery and products offered

You cannot derive any rights from the imagery that accompanies any offered product on our website.

Article 22 - Applicable Law

These conditions are governed by Dutch law. The court in the district where the collector has its place of business has the sole jurisdiction if any dispute regarding these conditions may arise, save when a legal exception applies.

Article 23 - Contact

For questions, product information or information about the website itself, please contact: Nathalie Robberse, hello@ten-women.com.