

GENERAL TERMS AND CONDITIONS OF HOUSE OF HR NV

APPLICABLE TO THE EVENT 'E-RECRUITMENT CONGRESS 2019' AND THE WEBSITE 'WWW.ERECRUITMENT-CONGRESS.COM'

1. Contact details:

House of HR NV
Beversesteenweg 576
8800 Roeselare, Belgium
VAT BE0643.887.978
E-mail: audrey.demeyer@accentjobs.be
Tel. +32 479 52 80 09

2. Definitions:

The terms capitalised below shall have the following meanings in these General Terms and Conditions:

- General Terms and Conditions: the general terms and conditions of House of HR NV;
- Organiser: House of HR NV, hereinafter referred to as HOHR;
- Website: www.erecruitment-congress.com;
- Event: the organised event concerns the 'E-recruitment congress 2019' and takes place on 07/06/2019 in the ICC in Ghent;
- Buyer: the natural or legal person who buys a Ticket;
- User: visitor to the Website;
- Ticket: the document serving as an entry ticket to the Event;

3. Applicability:

By registering on the Organiser's Website, the Buyer explicitly acknowledges having read and accepted these General Terms and Conditions.

Any terms and conditions of purchase or other conditions of the Buyer do not apply.

These General Terms and Conditions may not contain any deletions and shall take priority over all others. They can be consulted at any time on the Website of this Event. Any departure from these General Terms and Conditions must be agreed in writing.

4. Object:

The Buyer must first register on the Website. This registration allows him to purchase a Ticket for the Organiser's Event.

At the time of registration, an agreement arises between Buyer and Organiser, to which these General Terms and Conditions apply.

The Ticket provides access to the Organiser's Event.

The Ticket will be sent electronically to the e-mail address provided by the Buyer at the time of registration. These data are considered to be correct.

It is up to the Buyer to verify the reservation, both the number of tickets he orders and the information he provides.

As soon as the Ticket has reached the Buyer electronically, any risk of theft, misuse or loss of the Ticket rests with the Buyer.

In the event that the Organiser has doubts about the accuracy of the data provided by the Buyer at the time of the order, the Organiser may contact the Buyer using the details provided by the Buyer. If the Buyer cannot be reached and therefore the details cannot be verified, the Organiser may at any time cancel the reservation and sell the Tickets to another Buyer. If the Organiser doubts the correctness or validity of the means of payment used by Buyer, the Organiser has the right to cancel the Buyer's reservation and sell the Tickets to another Buyer. The Organiser shall take the necessary steps to inform the Buyer in such a case. Every agreement is entered into under the suspensive condition of sufficient availability of the Tickets.

Once the Ticket has been ordered, it cannot be returned.

The Ticket will be delivered to the Buyer as soon as the Organiser has received payment to the specified account number. The Ticket will be delivered to the Buyer via a third party, namely Abusol (in collaboration with Wisenose, Actlevents and House of HR).

The Ticket will be delivered to the Buyer no later than 10 working days after receipt of payment, as described under 5. The overrunning of any specified delivery times shall never be regarded as time limits, after which any right to compensation would arise. Nor does such an overrun imply that the Buyer has the right to cancel the order or to dissolve the agreement, unless the overrun of the delivery can be interpreted in such a way that the Buyer cannot be expected to maintain the agreement.

The Ticket remains the property of the Organiser. The Buyer cannot resell or commercially use this Ticket in violation of the law or the Organiser's General Terms and Conditions. Moreover, the Buyer is not permitted to forge, multiply or in any way reproduce the Ticket. In such cases, the Organiser may cancel the relevant Ticket. Holders of invalid entry tickets will be denied access to the Event, without any right to compensation. Unused Tickets will not be refunded.

Tickets will only be refunded if the Event is cancelled, except in case of force majeure. Such reimbursement can only be made if the Buyer informs the Organiser by registered letter of his request for reimbursement within 5 working days of the date of the Event.

5. Prices and payment methods:

The information regarding prices and availability is provided to the Buyer or third parties via the Website without obligation and subject to reservation.

The Buyer pays the price indicated on the Website for products or services ordered by means of the Website. Payment shall be made in the manner indicated on the Website, i.e. immediately after registration online by bancontact or credit card, or within 5 working days of registration by bank transfer. The order may be subject to further (payment/order) conditions.

All prices as stated on the Website are in euros including VAT, unless explicitly stated otherwise.

Any complaints regarding the ticket prices must reach the Organiser's registered office within 5 working days of registration by registered letter, stating the reasons. After that period, the complaint will not be accepted.

If the Buyer fails to pay the amounts due on time, the outstanding amount will be increased by operation of law and without prior notice of default by an interest rate equal to the statutory interest rate. In addition, in the event of non-payment of the outstanding amount no later than 5 working days after registration, a lump-sum compensation will be due by operation of law and without prior notice of default, consisting of:

- for the extrajudicial costs: 10% of the outstanding amount, with a minimum of €125.00;
- for the court costs: the costs described in article 1017 of the Judicial Code including procedural costs;

6. Exchange of (personal) data and the protection thereof:

By registering on the Website as well as during the Event, an exchange of (personal) data will take place between HOHR and Buyer. HOHR as well as (if this is the case) the Buyer are obliged to treat these personal data in accordance with the Privacy Act and related legislation.

With regard to personal data, in accordance with the Act of 30 July 2018 on the protection of individuals with regard to the processing of personal data, transposing, supplementing and implementing European Regulation 2016/079 of 27 April 2016 on the protection of personal data, HOHR is considered to be the controller of the data of the persons/entities who have registered.

The Organiser shall process the Buyer's personal data with due care and confidentiality, in accordance with its privacy policy (available on the Website). The Buyer acknowledges having read and accepted this privacy policy. The Buyer acknowledges having been sufficiently informed.

The Organiser informs the Buyer that his personal data will not be disclosed to third parties. There are two exceptions to this: A first exception with regard to affiliated companies as stipulated in articles 11 and 12 of the Companies Code or the partners who are jointly responsible for the organisation of the Event and a second exception with regard to the sponsors of the Organiser. With regard to the first exception, the Buyer agrees to distribution by registering on the Website. With respect to the second exception in relation to sponsors, the Buyer must give his express consent that, in addition to these General Terms and Conditions, he agrees to transfer to the sponsors, as set out in the Organiser's privacy policy. The Organiser's sponsors are divided into 3 categories (gold, silver and bronze) and are all available for consultation by category on the Organiser's Website.

The Buyer is aware that photos will be taken during the Event and also that filming will take place. The Buyer is aware that there is a chance that he may be portrayed in those photos, film or TV recordings. The Buyer expressly agrees that these images may be used by the Organiser for its own commercial and marketing purposes.

7. Liability:

The information on the Website is of a general nature. The information has not been adapted to personal or specific circumstances, and therefore cannot be deemed to be personal, professional or legal advice to the User or Buyer.

HOHR makes a huge effort to ensure the available information is comprehensive, accurate and updated. Despite this effort, inaccuracies can occur in the information available.

Should the information provided contain inaccuracies or if certain information is not available on or through the

Website, HOHR will make the greatest possible effort to rectify this as quickly as possible.

However, HOHR cannot be held responsible for any direct or indirect damage that occurs from use of the information on the Website.

Should you notice any inaccuracies in the information that is made available through the Website, please contact the Website manager. This can be done via the contact person mentioned in point 1.

The content of the Website (including any links) may be amended, changed or added to at any time without prior notice. HOHR gives no guarantees for the proper functioning of the Website and can in no way be held liable

for a malfunction or temporary (un)availability of the Website or for any form of damage, direct or indirect, that would result from access to or use of the Website.

On no account can HOHR be held responsible to any person whatsoever, whether directly or indirectly, specifically or in any other manner, for damage attributable to the use of this Website or of another, especially as the result of links or hyperlinks including, but not limited to, all losses, work interruptions, damage to programs or other data on the computer system, to equipment, software or other items caused by the User/Buyer.

The Website may contain hyperlinks to third-party websites or pages, or may refer to them indirectly. The placement of links to these websites or pages does not in any way imply implicit approval of their content. HOHR expressly states that it does not have any control over the content or over other characteristics of these websites and can in no way be held responsible for their content or characteristics or for any other form of damage incurred through use of them.

Applicable law and competent court:

The agreement between the parties is governed by Belgian law. In the event of dispute and/or non-payment, the tribunals of the district of West Flanders, Kortrijk division, shall have exclusive jurisdiction.

Miscellaneous:

The content of the Website, including the trademarks, logos, designs, data, product or company names, texts, images and so forth, are protected by intellectual property rights and are owned by House of HR NV or licensed third parties.

It is forbidden to enter the Event with glass bottles, cans, alcohol, sound recorders, film and photo cameras, fireworks and objects that may pose a danger to safety. Violations will be prosecuted. Entering the Event implies agreement with possible scanning. Only smartphones equipped with a photo function are tolerated.

Smoking is absolutely forbidden in the venues where the Event is being held. Infringements may result in a fine. Smokers can, however, leave and re-enter the building on presentation of their Ticket in order to smoke outside.

PRIVACY POLICY OF HOUSE OF HR NV: APPLICABLE TO THE EVENT 'E-RECRUITMENT CONGRESS 2019' AND THE WEBSITE 'WWW.ERECRUITMENT-CONGRESS.COM'

Please read through this Privacy & Cookie Policy carefully, since it contains your rights and duties vis-à-vis House of HR NV.

This Privacy & Cookie Policy can be reworked or updated from time to time, and so we recommend that you consult it again on a regular basis.

Article 1 – General:

1.1. This Privacy Policy indicates how your personal data will be processed when using the website 'www.erecruitment-congress.com' (hereinafter the 'Website') and during the event 'E-recruitment Congress 2019' on 7 June 2019 at the ICC in Ghent (hereinafter the 'Event'). This processing is done under the responsibility of House of HR NV, with registered office at Beversesteenweg 576, 8800 Roeselare, Belgium and recorded in the Crossroads Bank for Enterprises under number 0643.887.978 (hereinafter: 'HOHR').

1.2. HOHR strives to comply with the Law of 30 July 2018 on the protection of individuals with regard to the processing of personal data, transposing, supplementing and implementing European Regulation 2016/679 of 27 April 2016 on the protection of personal data, as well as with the anti-spam provisions of Book XII of the Economic Law Code on the 'right of the electronic economy' (where applicable).

1.3. By using the Website and/or providing personal data to HOHR, you unconditionally and irrevocably agree to the provisions of this Privacy & Cookie Policy.

Article 2 - Personal data you communicate to us:

2.1. During a visit to this Website:

- IP address;
- via cookies: see article 9;

2.2. When registering on the Website for the purpose of obtaining a service/product:

- Surname, first name, address details;
- Trade name of entity, registered office, company number;
- E-mail address;
- Telephone number;
- Bank account number;

2.3. By attending the Event, organised by HOHR:

- photos and videos;

Do not forget to inform HOHR about a change in your personal data if this information is relevant for HOHR.

Article 3 - Personal data that we collect indirectly:

HOHR sometimes processes public data, e.g. data that are subject to a publication duty, such as the publication of your appointment as director of a company, or data you made public yourself, such as information on your website, or data that are public knowledge in your region or that have appeared in the press, or data on the Crossroads Bank for Enterprises or Graydon for instance.

Article 4 - Purposes of the processing

4.1. General purposes:

HOHR will use the collected personal data for the following purposes only:

- IP address (see article 2.1): for maintaining and improving this Website and including personal data in anonymous statistics, which cannot be used to trace the identity of specific persons or companies, on the legal basis of the legitimate interests of HOHR in continuously improving its Website and services;
- E-mail address (see article 2.2.): in order to send you direct marketing materials (automatic e-mail messages or other electronic messages), newsletters, employment information, or information about planned activities (lectures, seminars, working lunches), and in order to be able to provide you with the requested services on the legal basis of the performance of the agreement;
- Surname, first name, trade name, address, registered office, telephone number, bank account number, e-mail address (see article 2.2.): in order to be able to provide you with the requested services and to comply with the legal requirements, on the legal basis of the performance of an agreement;
- Photos and videos (see article 2.3.): to be used for commercial and marketing purposes of the Organiser, on the legal basis of the performance of the agreement.

4.2. Direct marketing:

The personal data will also be used for direct marketing purposes.

If you are already included in our mailing list for receiving marketing materials in electronic form, HOHR can use your data for sending marketing materials relating to HOHR and its services.

See article 11 about withdrawing your consent.

4.3. Transfer to third parties:

HOHR will never pass on your personal data to third parties, with the exception of:

- HOHR's affiliates (as defined in articles 11 and 12 of the Companies Code) for commercial and marketing purposes,
- its sponsors, as published and accessible on the Website (divided into 3 categories: gold, silver and bronze), to which you must give your additional express consent.

HOHR shall make reasonable attempts to inform you in advance of the fact that HOHR discloses your data to named third parties, but you also acknowledge that this is not technically or commercially feasible under all circumstances.

HOHR will not sell your personal data, rent them out, share them or otherwise make them commercially available to third parties, except as described above or with your prior consent.

4.4. Legal requirements:

In rare cases it may happen that HOHR must reveal your personal data as a result of a court order or in order to comply with other compelling laws or regulations. HOHR shall make reasonable attempts to inform you in advance about this, unless it is subject to legal restrictions.

Article 5 - Duration of the processing

The personal data are kept and processed by us for a period that is necessary in light of the purposes of the processing as described in article 4 and in light of the contractual relationship between HOHR and you:

- IP address (see article 2.1.): for the duration of your visit to the Website;
- E-mail address (see article 2.2.): for the duration of the requested provision of services, for a reasonable period of time and in accordance with the applicable legislation;
- Surname, first name, trade name, address, registered office, telephone number, bank account number (see article 2.2.): for a reasonable period of time and in accordance with the applicable legislation;
- Photos and videos (see article 2.3.): for a reasonable period of time.

The aforementioned personal data are in any case kept in accordance with the specific statutory provisions, as well as the prescription periods that oblige us to keep your personal data for a longer period, e.g. in order to defend ourselves against an action at law.

Article 6 - Your rights

6.1. Right of access and inspection:

By contacting the contact person indicated in article 11, you have the possibility of inspecting your personal data at any time free of charge and to be told how HOHR uses your personal data.

6.2. Right to rectification, erasure and restriction:

You are free to decide whether or not to share your personal data with HOHR. In addition, you always have the option of asking us to correct, supplement or delete your personal data. You may also ask to restrict the processing of your personal data.

You acknowledge that if you do not fill in, (later) limit or remove certain data, certain services and products will not or will no longer be available.

6.3. Right to object:

You also have a right of opposition against the processing of your personal data for serious and legitimate reasons.

In addition, you always have the right to oppose the use of personal data for purposes of direct marketing; in such a

case, you do not have to give any reasons.

6.4. Right to free data portability:

You have the right to obtain your personal data that are processed by us in a structured, commonly used and machine-readable form and/or to transfer them to other controllers.

6.5. Right to withdraw consent:

In so far as the processing is based on your prior consent, you have the right to withdraw this consent.

6.6. Exercising your rights:

See article 11 with regard to withdrawing your consent..

6.7. Automatic decisions and profiling:

The processing of your personal data does not include any profiling, nor will you be subject by us to automated decisions.

6.8. Right to file a complaint:

You have the right to file a complaint with a supervisory authority. For Belgium, this is the Data Protection Authority, Drukpersstraat 35, 1000 Brussels, tel. +32(0)22744800 or fax +32(0)22744835, contact@adp-gba.be, <https://www.gegevensbeschermingsautoriteit.be/contact>.

This leaves intact the possibility of seeking relief before a civil court.

If you should suffer harm as a result of the processing of your personal data, you can file a damages claim.

Article 7 - Security and confidentiality

7.1. We have developed security measures that are appropriate on the technical and organisational levels to prevent the destruction, loss, falsification, modification, unauthorised access or accidental disclosure to third parties of collected personal data, as well as any other unauthorised processing of these data.

7.2. Under no circumstances can HOHR be held liable for any direct or indirect damage resulting from erroneous or unlawful use of the personal data by a third party. HOHR has ensured that when they engage third parties to process personal data, these third parties shall be bound by the same rules.

7.3. You must at all times observe the security rules, including by preventing any unauthorised access to your login and code. You are thus solely responsible for the use that is made as of the Website from your computer, IP address and from your identification data, as well as for the confidentiality thereof.

Article 8 - Access by third parties

8.1. In order to be able to process your personal data, we grant access to your personal data to our employees.

8.2. We guarantee an identical level of protection by making contractual obligations that are opposable to these employees and which are identical to this Privacy Policy.

Article 9 - Cookies

9.1. What are cookies?

A "cookie" is a small file sent out by the HOHR server and installed on the hard drive of your computer/smartphone. The information stored on these cookies can only be read by us and only during the duration of the visit to the Website.

9.2. Why do we use cookies?

Our Website uses cookies and similar technologies in order to distinguish your use preferences from those of other users of our Website. This helps us to offer you a better user experience when you visit our Website and also allows us to optimise our Website.

As a result of recent legal changes, all websites that target certain parts of the European Union are obliged to ask for your consent to use or save cookies and similar technologies on your computers or mobile devices. This Cookie Policy gives you clear and complete information about the cookies that we use and their purpose.

9.3. The Website uses exclusively the following cookies:

Functional Cookies

Surname - Position

Authentication cookies - 'Remember me' Identify the user when he is logged in

User input cookies - 'Lifestyle Identifier' Remember actions of the user on a website.

User interface customization cookies is used to remember the user's preferences.

Non-functional cookies

Surname - Position

Tracking cookies - Are used to determine the surfing behaviour of visitors.

Social plug-in tracking cookies - Are used to offer social media modules on a website, such as a Facebook like button, LinkedIn share button or the possibility of retweeting a message.

For cookies installed by third parties (including Google Analytics) we are happy to refer you to the declarations that these parties make about this on their respective websites. Note: we exercise absolutely no influence on the content of these declarations, nor on the content of the cookies of these third parties: Google Analytics cookies.

9.4. Your consent:

You can refuse or block cookies by changing the configuration parameters of your navigation system. Switching off cookies can mean that you can no longer make use of certain functionalities of the Website.

If you have any further questions or comments regarding the processing of your personal data or the use of cookies on the Website, please feel free to contact us either via the e-mail address of the contact person (see article 11) or by post to House of HR NV, privacy policy department, Beversesteenweg 576, 8800 Roeselare, Belgium.

You can also find more information about cookies on: <http://www.allaboutcookies.org/>

You can find more information about online behavioural advertising and online privacy here: <http://www.youronlinechoices.eu/>

Article 10 - Applicable law and competent court

This Privacy & Cookie Policy is governed by, and interpreted and executed in accordance with, Belgian law, which is solely applicable.

The district courts of West Flanders, Kortrijk division have exclusive jurisdiction to hear any dispute that might arise from the interpretation or execution of this Privacy & Cookie Policy.

Article 11 - Contact us

If you as a company or private person have questions about how HOHR deals with privacy during our services or cooperation or with your data, you can always contact us via audrey.demeyer@accentjobs.be.

In the event that we keep or process your personal data, you have certain rights (see article 6). If you wish to make use of these rights, you can always contact us via audrey.demeyer@accentjobs.be. In order to protect your privacy, we ask that you include a copy of your identity card.

If you no longer wish to receive commercial messages by e-mail, please unsubscribe by sending a message to audrey.demeyer@accentjobs.be.