

## Parade Technologies

### Personal Data Privacy Statement

Parade Technologies (the “Company”) respects your right to privacy and complies with our obligations under applicable data protection law including the General Data Protection Regulation (EU 2016/679) (**Data Protection Legislation**). The Company is the data controller under the Data Protection Legislation.

The purpose of this Personal Data Privacy Statement (**Statement**) is to outline how we deal with any personal data you provide to us which includes information that we may collect from you while visiting our website (the **site**).

#### 1. **How we collect information**

We collect information from you in relation to our business or potential business with you or your employer (**Customers**), where you apply for a job with us (**Candidates**) or visit us at our offices (**Visitors**).

#### 2. **Types of information collected**

The type of personal data that we may hold in relation to you will depend on our relationship and type of communications with you.

For **Customers** this may include name, address, phone number, billing information, pitch information and ordering history.

For **Candidates** this includes any information contained in CVs or resumes that we receive on a solicited or unsolicited basis as well as referrals.

For **Visitors** this may include name, address and phone numbers.

The source of the personal data is you, any third-party providers whom we engage to collect personal data about you in the course of your recruitment and employment, or your business relationship with us or through the website.

#### 3. **Purposes for which we hold your information**

We will process any personal data you provide to us for the following purposes:

- to provide you with the goods or services you or your employer need
- to contact you if required in connection with your communication and/or order or to respond to any communications you might send to us
- to carry out research and analysis of our Customers and Candidates
- to assess your suitability for a job with us
- to manage feedback and queries, and handle requests for data access or correction, or the exercise of other rights relating to personal data
- to comply with applicable laws and regulatory obligations; comply with legal process and court orders; and respond to requests from public and government authorities, and

- to establish and defend our legal rights to protect our business operations.

#### 4. **Lawful basis for using your information**

We will only collect, use and retain your information where we have a lawful basis to do so under Data Protection Legislation.

For Customers, we process your personal data so that we can perform any contract that we may have with you and deliver goods and services and where it is in our legitimate interest to do so in order to improve our products and services.

For Candidates, we only hold your personal data on the basis that you have requested us to assess your suitability for a role with us.

For Visitors, we hold your personal data as it is in our interest to keep a record of your on-site visit with us for health and safety.

For any of the above categories of data subjects, we may retain information for a longer period of time where we are required to by law.

#### 5. **Who do we share your information with**

We only disclose your *personal data* to third parties, outside of the Parade Technologies group, where we have informed you of these categories of third parties. This may include service providers such as IT systems, payment services, banks and financial institutions and professional advisors such as lawyers.

We will disclose your personal data to government bodies or parties in legal proceedings if we believe in good faith that we are required to disclose it in order to comply with any applicable law, a summons, a search warrant, a court or regulatory order, or other statutory requirement.

We reserve the right to transfer your personal data to a third party in the event of an acquisition of any part of our business or a merger provided that the third party agrees to adhere to the terms of the Website Privacy Statement and provided that the third party only uses your personal data for the purposes that you provided it to us. You will be notified in the event of any such transfer and you will be afforded an opportunity to opt-out.

If you share your information on any other website through an external link it will be processed pursuant to the privacy policy of the operator of that website.

To the extent that the Company transfers the personal data to recipients which are located outside the European Union, the UK or the European Economic Area, the Company will provide an adequate level of protection of your personal data, including appropriate technical and organizational security measures and through the implementation of appropriate contractual measures to secure such transfer, in compliance with the Data Protection Legislation.

The Company uses standard contractual clauses in the form approved by the European Commission(<http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32004D0915>) (<http://eur-lex.europa.eu/legal-content/en/TXT/?uri=CELEX%3A32010D0087>).

## 6. **How long do we keep your information**

We will retain your personal data for as long as needed or permitted in light of the purposes for which it was obtained. The criteria used to determine our retention periods include: (a) the length of time we have an ongoing relationship with our Customers and provide services, (b) whether there is a legal obligation to which we are subject, and (c) whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

## 7. **Security**

To help protect the privacy of data and personal data you provide to us, we maintain physical, technical and administrative safeguards. We update and test our security technology on an ongoing basis. We restrict access to your personal data to those employees who need to know that information to provide benefits or services to you. In addition, our employees understand the importance of confidentiality and maintaining the privacy and security of your information.

## 8. **Data Subject Rights**

This Statement is intended to provide you with information about what personal data Parade Technologies collects about you and how it is used.

Please inform us of any changes in your personal data, and in accordance with our obligations under the Data Protection Legislation we will update or delete your personal data accordingly.

If you are in the EU, you have certain rights in relation to your personal data including:

- the right to find out what personal data we hold on you and request access to it
- the right to have your personal data updated, amended or removed from our database
- the right to object to the use of your personal data or restrict access to it, and
- the right to request that we send your personal data to a third party.

Please note that some of these rights may be limited under local law.

To exercise any of these rights please contact us at: [legal@paradetech.com](mailto:legal@paradetech.com).

## 9. **Changes to the Personal Data Privacy Statement**

Any changes to this Statement will be posted on this site so you are always aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. If at any time we decide to use personal data in a manner significantly different from that stated in this Statement, or otherwise disclosed to you at the time it was collected, we will notify you by email, and you will have a choice as to whether or not we use your information in the new manner.

10. **Questions, concerns or complaints**

If you have any questions, concerns or complaints or wish to exercise your rights please contact Parade Technologies at [legal@paradetech.com](mailto:legal@paradetech.com). You may also lodge a complaint with the relevant supervisory authority in your jurisdiction.