

PRIVACY POLICY

Data Controller

Interhuman, whose head office is located at Bujumbura, Burundi hereinafter referred to as “Interhuman” or “we”, undertakes to protect and respect your privacy.

This Policy (and other documents referred to herein) describes what personal information we collect from you and how we process that data.

Below you will find an index to go directly to the points that interest you.

Personal information we collect about you

We collect personal data when you visit the Website including, without limitation, traffic data, location data, weblogs, survey content and contact forms and any other communication data, as well as the resources you access. The fact that we collect your personal information will make it easier for you to visit the Website in the future, as we will be able to provide you with Relevant Content, based on the location from which you are accessing the Site.

We collect any information you provide to us when you use our contact forms. The transmission of your personal data via our contact forms does not constitute a regulatory or contractual requirement. However, please note that fields marked with an asterisk (*) are mandatory, as we need this information to respond to your request. Any other information or personal data that you share with us when filling out our contact forms is at your sole discretion. When you contact us, we record and store this correspondence.

We use your personal data in order to send you direct marketing communications by email, if you have selected this option in the corresponding form. You can unsubscribe at any time to no longer receive this type of communication.

When you use our online services, we also store cookies, as detailed in our Cookie Policy.

How do we use your personal information?

Your personal data will be collected and processed for the following purposes:

- a) Provide the most suitable Content and resources, based on your preferences.
- b) Respond to your questions and requests when you contact us.
- c) Send you additional information, such as upcoming events or newsletters from Interhuman that may be of interest to you.
- d) Enable us to create, publish and improve the Content most relevant to you.
- e) To ensure that the Content provided through the Website is presented in the manner most effective for you and best suited to your device.
- f) Allow you to benefit from the interactive features of our Website, when you wish.
- g) Further develop and improve the Website and systems to better serve you.

When we collect personal data for other purposes, such as opening a candidate account, applying for a job offer, specific information is then provided to you when you provide us with this data.

Our use of your personal information as described above is permitted by applicable data protection law because it is:

Necessary for our legitimate interests in the pursuit of the purposes set out above (i.e. purposes a) to g) above); these interests cannot, in any situation, prevail over the protection of your privacy;

In some cases, necessary to comply with our legal and regulatory responsibilities, such as disclosure to competent authorities, regulatory bodies or public institutions; or

In certain cases, necessary for the performance of a task carried out in the public interest and, in the event of recourse to special categories of personal data, necessary to establish, exercise or defend rights in the context of legal action or for processing related to personal data clearly in the public domain;

In certain circumstances, done with your consent, which you send to us periodically when, for example, you agree to receive marketing communications and news by e-mail. See more information about B2B Communications in the "Marketing Communications" section below.

We do not make decisions based solely on automated processing, including profiling, which produces legal effects on you or significantly affects you.

The retention period of your personal data depends on the purpose of the processing of these data and the tool used for their processing. It is not possible to set out here the different data retention periods, in a reasonably understandable way, within the framework of this Policy. The criteria used to determine the applicable data retention period are as follows: we will retain the personal information defined in this policy for as long (1) as necessary to achieve the intended purposes, (2) as necessary for the purposes of our professional relationship with you, (3) that you will consent to it and / or (4) as required by applicable data retention laws and regulations.

If you are a Candidate, you can visit our page dedicated to our Confidentiality Policy relating to the personal data of candidates to learn more about the data processing implemented to manage your applications.

If you are a temporary worker, you can go to our page dedicated to our Privacy Policy relating to the personal data of temporary workers to find out more about the data processing implemented to manage your assignments.

Marketing communications

We will send communications to you for marketing purposes as a natural person, usually by email, only if you have consented to it.

In principle, a checkbox will be present in the forms we use to collect your personal information. If you agree to receive marketing communications, you will signify your agreement by checking this box.

B2B communications (professional to professional): When you (representing or acting on behalf of a company or a legal person, private or public) provide us with your personal data by contacting us as a client or prospect, you authorize Adecco to send you marketing communications (usually sent by email). In this case, the processing of your personal data is legally based on our legitimate interest in developing our customer and prospect database, our customer loyalty programs, and presenting you with our services or future services which may be of interest to you. , if marketing communications are sent to you by email and you no longer wish to receive such communications, you can unsubscribe by clicking on the unsubscribe or unsubscribe link in the email. You can also exercise your right to unsubscribe at any time, by contacting us at privacy@interhuman.bi and providing the following information: your name, email address, phone number, marketing communications that you no longer want to receive.

IP addresses and cookies

We collect information about your computer, including (where possible) your IP address, operating system, and browser type, for system administration purposes. This is statistical data relating to the browsing habits and behavior of our users, which does not identify you or any other individual.

For the same purpose, we obtain information related to your general Internet use, by using a cookie file deposited and stored on your device. Cookies help us improve the Website and provide better, more personalized content. For more information on the use of cookies on the Website, see our Cookie Policy.

If you share your computer with other people, we recommend that you do not select the "Remember me" option when it is offered by the Website.

Data security

While we are committed to doing what is necessary to protect your personal information, you should be aware that the transmission of information over the Internet is not completely secure. We cannot therefore guarantee the security of your personal data communicated on the Website or to any third party and, for this reason, any transmission of data is your sole responsibility. We will use strict operational procedures as well as adequate technical and organizational security measures to prevent unauthorized access, modification, deletion or transmission of such data.

Your rights. Your means of accessing, rectifying and deleting your personal information

Under applicable data protection laws, your rights are as follows:

Right to access and obtain a copy of your personal data: You are authorized to request confirmation that we are processing any personal information relating to you. If this is the case, you can access your personal data and certain information relating to its processing. In certain cases, we may provide you, upon your request, with an electronic copy of your data. In certain limited circumstances, you can also request the portability of your personal information.

Right to rectify your personal data: If you can demonstrate that the information we hold about you is incorrect, you can request that it be updated or otherwise corrected.