

TERMS OF USE

By accessing and using the Bright Expats Internet sites (www.brightexpats.com and www.settleandconnect.com) (the Internet Sites), you declare that you are aware of and have accepted the present Terms of use.

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Bright Expats takes the utmost care to ensure the quality of the Internet sites and takes all reasonable measures to provide correct and up-to-date information on the Internet sites.

Nevertheless, all information and documents provided within the Internet sites are provided without guarantee or liability on the part of Bright Expats, except in the case of gross or intentional negligence or misconduct. They are only valid on the date they are provided and Bright Expats cannot guarantee their accuracy, the absence of errors, their completeness and/or their timeliness. They are provided exclusively for information purposes and independently of any specific contractual and/or unilateral undertaking entered into by Bright Expats.

Also, except in the case of gross or intentional negligence or misconduct on its part, Bright Expats does not provide any guarantee and declines any liability with regard to the hypertext links created on the Internet sites to third parties' internet sites and the contents of these third parties' internet sites.

Property and intellectual property rights

Bright Expats reserves all property and intellectual property rights on the Internet sites itself and on all its components. This includes, but is not limited to, any text, illustrations, layout and computer programmes.

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Any extraction and/or re-utilisation of all or part of the contents of the Internet site is strictly prohibited without Bright Expats prior written consent.

The trade marks, labels and logos, on the Internet sites are the exclusive property of Bright Expats or other companies and may not be reproduced.

Miscellaneous

Unless expressly provided otherwise, any communication from Internet users with regard to the Internet sites must be send to the following e-mail address: connect@brightexpats.com.

The nullity of one or more provisions of the present Terms of use shall have no effect on the validity, the extent and the enforceability of any remaining provisions of these Terms of use.

These Terms of use are subject to Belgian law.

Only the courts of the judicial district of Brussels are competent in the event of disputes.

Privacy Statement of Bright Expats

Bright Expats is committed to protecting the privacy of its clients.

Please read this Privacy Statement carefully. It explains why and how we collect information about you, how we protect it and for how long we retain it. We keep your data as safe and secure as reasonably possible protecting it against loss and unauthorised disclosure or access and we will handle your personal data in strict compliance with applicable data protection laws, in particular the General Data Protection Regulation 2016/679 of 27 April 2016 ('GDPR').

1. Identity of the Data controller?

The 'Data Controller' of your personal data will be the following legal entity, hereinafter referred to as 'Bright Expats':

Bright Expats SPRL/BVBA, having its registered office rue de l'Orme 56, 1030 Brussels, Belgium and registered with the Crossroad Bank of Enterprises under number BE0538.892.210;

2. Purpose and legal ground for processing personal data?

The purpose for processing your personal data is to perform the relocation Services agreed with you/your employer/the employer of your Partner.

Your personal data may also be processed to provide you with information regarding our products and services or to assist you and answer your requests when you contact us through one of our channels.

3. Which categories of your personal data will be processed?

Personal data is all information relating to you or on the basis of which you may be identified. Anonymous data, without possibility to identify you, could thus not be considered as personal data.

Bright Expats collects and processes data (required and optional) which you provide directly (or indirectly through your employer/the employer of your partner).

For the purposes referred to here above, the processing of personal data will include the following:

- standard data related to your identity (surname, name(s), address...);
- personal data (date and place of birth, nationality, gender, phone number, email address, hobbies and interests, ...);
- data with regard to your professional experience (profile, data on previous employers, termination of last employments and work carried out, special projects, ...), including reference checks if you have provided us with references in your CV (which means that you have consented to us contacting those references);
- data with regard to your education (diploma's, certificates, internships, special trainings, ...);
- data with regard to your family, children, etc.;
- language skills;

- if applicable, whether you possess a permit of working and/or reside in the European Economic Area (EEA).

Bright Expats does not collect or process any sensitive applicant data, such as data that reveals your race or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership or sex life.

If, owing to certain circumstances, you provide Bright Expats with sensitive data (e.g. about your health/the health of your children), you give your express consent for these data to be processed by Bright Expats, on a strict need-to-use basis, for the performance of the relocation services.

4. Who will have access to my personal data?

The management and the employees of Bright Expats will have access to your personal data on a strict 'need-to-know' basis for the purposes described above.

Bright Expats does not pass on your information to any other third party, except it is relevant for the performance of the Services (e.g. banks to start the opening of your bank account, landlords or real estate agents, insurance brokers for the drafting of insurance contracts, Telecom or utility providers for the set-up of your accounts, with your HR manager for the follow-up of your relocation process).

Prior to disclosing any information to any third party, Bright Expats will ensure that all third-party recipients are bound to strict standards of security.

Bright Expats does not sell or trade your data to any third party. Bright Expats may be obliged to disclose certain data to third parties, such as government authorities, in accordance with applicable laws. It may also be necessary for Bright Expats to disclose your data so as to protect the legal rights of Bright Expats, again in accordance with applicable laws.

5. Will my personal data be transferred outside my country of residence?

Bright Expats line is established in Belgium.

7. How long will my personal data be retained?

Bright Expats line will only hold your personal data for as long as it is necessary for the purposes described above, and in any case, for a maximum period of two years after termination of the Services/after your last contact with Bright Expats.

8. Security

Bright Expats uses adequate technical, physical and organizational security measures to assure the integrity, confidentiality and availability of your personal data.

Bright Expats also ensures (contractually) that third parties and affiliates processing your data on Bright Expats behalf, will observe similarly adequate security measures again in accordance with applicable local legal requirements.

9 Your Rights with regard to the processing of my personal data by Bright Expats

You have at any time the possibility to contact Bright Expats should you need any support while applying or managing your personal data. Additionally, you have at any time the right to contact Bright Expats if you want to:

- Access, rectify or erase your personal data.
- Restrict or object to the processing and transfer of your personal data;
- Withdraw your consent to the processing or transfer of your personal data based on consent;

- Receive your data in order to transmit them to another controller ('right to data portability');
- Lodge a complaint with a supervisory authority, if you feel that Bright Expats has not acted in line with data protection legislation.

Please send any questions, comments or issues about this privacy statement or Bright Expats data collection and processing activities to:

Rue de l'Orme 56, 1030 Brussels – connect@brightexpats.com

10. Changes

We may edit this Privacy Statement from time to time to comply with applicable laws or to reflect updated business practices, within the limitation set out by the relevant privacy and data protection laws.