



TERMS OF USE OF THE BECANDID MOBILE APP AND THE LITE.BECANDID.TECH WEB APP.

Latest update : September 1, 2024

Article 1 –SCOPE

The BeCandid mobile application (“Mobile App”) as well as the web application lite.becandid.tech (“Web App”), both referred to under the common term “Applications” are published by:

BeCandid Tech, SAS with capital of 5,000 euros, registered with the R.C.S. of Antibes under number 931 141 717, whose head office is located at the Green Side Business Village building 7, 400 avenue Roumanille, 06410 Biot (France), represented by Alexia Gonzalez duly authorized,

(Hereinafter referred to as the “Company”).

The Company legal mentions are available on the website www.becandid.tech.

These terms of use (the “Terms of Use”) are intended to define and govern the contractual relationships between the Company and any user (the “User”) wishing to benefit from the services offered on the Applications. They include in annex the privacy and cookies policy (“Privacy Policy”) which form an integral part of the Terms of Use.

The provision of services offered to Users on the Applications is conditional on prior acceptance without restriction or reservation of these Terms of Use including in particular the Privacy Policy.

The Terms of Use are made available to Users on the website where they are directly consultable and can also be communicated to them on simple request by any means.

The Terms of Use are applicable notwithstanding any contrary stipulation appearing in any document emanating from the User or special conditions concluded between the Company and the User concerned.

Article 2 – DESCRIPTION OF SERVICES

The Applications have for object the provision of an online SaaS solution for mutual feedback management with a strong guarantee of confidentiality developed, operated and marketed by BeCandid Tech.

(hereinafter referred to as the “Services”).

Services available on the Applications are presented on the website with a description mentioning their essential characteristics. This description may include descriptions, photographs and graphics which are provided for illustrative purposes only and may be modified/updated on the site.

Article 3 – CONDITIONS OF USE

All User wishing to fully benefit from the Mobile App and Services must:

- have full capacity and strictly act for personal purposes;
- download the BeCandid Mobile App available on the App Store (iPhone) and the Google Play Store (Android).
- have a reasonably recent smartphone.

Access to the Services of the Mobile App is possible from a smartphone only.

BeCandid Lite Users wishing to respond to a feedback invite sent from the Mobile App must use the Web App. Access to the Web App is possible from a computer, tablet or smartphone. Any User wishing to benefit from the Web App and the Services must have full capacity and act for strictly professional purposes.

Use of the Applications requires broadband internet connection and mobile internet where applicable, at Users' cost.

Users make it their personal business to set up the IT and telecommunications allowing them access to Applications.

Article 4 – USE OF SERVICES

BeCandid Lite - Use of the Mobile App

When a User sends a feedback invite to a company from the Mobile App, they are asked to indicate their email address and the professional email address of the company to which they wish to send a feedback invite, then to validate. A second screen asks them to validate their decision to send the feedback invite. The User wishing to continue must also confirm their acceptance of these Terms of Use by checking the box provided for this purpose on the invite confirmation screen.

For the purpose of validating the request to send a feedback invite, the Company sends the User a confirmation email to the email address provided by the latter. The User then proceeds to confirm their email address by clicking on the hyperlink provided for this purpose in the confirmation email.

The User undertakes to ask the company for authorization to use their professional email address prior to requesting the sending of a feedback invite.



The Company reserves the right to remove access to the BeCandid Lite Service from any User who has provided incorrect information.

Each User guarantees the sincerity and accuracy of the information provided for the purposes of the Use of the Services, undertakes to notify the Company at support@becandid.tech of any subsequent modification and guarantees that said information does not infringe the third party rights.

The User is solely responsible for the use of the Application until its uninstallation.

The User will not be able to modify the feedback invite after having validated it, which will be firm and definitive.

To fight fraud, the Company may request additional supporting documents from the User or contact the User when using the Services. In the event of unjustified refusal by the User to provide the requested information and/or supporting documents, the Company reserves the right not to accept or cancel access to the Services without this being subject to any objection or any dispute.

The Company also reserves the right not to accept or cancel the request for use of the Service from any User who has provided incorrect information, with whom there is a dispute or who presents an abnormally high level of use of the Services.

Acceptance of the Terms of Use grants the User a right to use the Mobile App and the Services until the Application is uninstalled by the User.

BeCandid Lite - Using the Web App

When a company receives a feedback invite by email from a User, it is invited to click on the link provided in the invite email to follow up on the request. A Web App page then opens, and the company is asked to accept or decline the feedback invite. The company wishing to continue and accept must also confirm its acceptance of these Terms of Use by checking the box provided for this purpose on the invite acceptance screen of the Web App.

BeCandid - Use of the Mobile App

When a client company of the BeCandid Platform sends a feedback invite, the recipient of the invite is invited to download the Mobile App to be able to use the Service as a User.

By then clicking on the link in the invite email, the User is asked to accept or decline the feedback invite. The User wishing to benefit from the Services must also confirm their acceptance of these Terms of Use by checking the box provided for this purpose on the acceptance screen of the feedback invite.

Acceptance of the Terms of Use grants the User a right to use the Mobile App and the Services until the Application is uninstalled by the User.

Article 5 – PRICING CONDITIONS

The Service **BeCandid Lite** is provided free of charge to Users of the Mobile App. It is exclusively reserved for individuals, with a limit of 10 feedback invites per calendar month. Any use of BeCandid Lite for professional purposes is prohibited and we invite people to consult our offer of services for professionals, available on the website www.becandid.tech.

The Service **BeCandid Lite** response to User invite from the Web App is provided free of charge to businesses.

The Service **BeCandid** of the Mobile App allowing you to respond to feedback invites from BeCandid client companies is provided free of charge to Users of the Mobile App since it is an integral part of the subscription of the Company's Clients.

The Company however reserves the right to modify the free nature of its Services at any time for any Services subscribed to after this modification.

Article 6 – OBLIGATIONS OF THE COMPANY

The Company undertakes to implement all due diligence required for the execution of the Services and its obligations under these Terms of Use and/or any other documentation which may be concluded with the Users, in compliance with legislative and regulatory provisions and the rights of third parties.

The Company declares that it has the skills, experience and means necessary to provide the Services, and assume full responsibility for both the execution of the Services and the organization of the work of its staff where applicable.

Furthermore, the Company strives to ensure access and proper functioning of both Applications twenty-four hours a day, seven days a week.

The Company cannot, however, exclude access and operation of Applications be interrupted in particular in the event of force majeure, malfunctions of equipment or the internet network of the Users, failure of telecommunications operators, interruption of electricity supply, abnormal, illicit or fraudulent use of Applications by a User or a third party, by decision of the competent authorities, or for any other reason.

The Company also reserves the right to provide to Applications and to the Services all modifications and improvements of its choice linked to technical developments or proper functioning.

General and temporary interruptions of the Applications and Services will, wherever possible, be notified via the Company Website before they occur, except when these interruptions are of an emergency nature.



Article 7 – USER OBLIGATIONS

Each User undertakes to access and use the Applications and the Services fairly and in accordance with the laws in force and these Terms of Use.

The data and information communicated or recorded by the Users must be accurate, sincere and loyal and will be communicated under their sole responsibility.

More generally, each User undertakes to:

- not send feedback invites to companies or individuals with whom they are not in prior contact;
- not exceed the monthly quota of 10 feedback invites with BeCandid Lite;
- use BeCandid Lite on the Mobile App exclusively for personal purposes;
- not distribute illicit content or content that has the effect of reducing, disorganizing, slowing down or interrupting the normal circulation of data on the Applications;
- report immediately to the Company any difficulty, reservation or dispute arising during the execution of the Services or any abnormal, abusive or fraudulent use of the Applications of which they would be aware.

In the event that a User would be responsible for an infringement of the legislation in force or an infringement of the rights of third parties, a Company reserves the right to provide, at the request of any legitimate authority (jurisdiction, administrative authority, police services), any information allowing or facilitating the identification of the User offender.

Article 8 – COMPLAINS

In the event of non-performance or defective performance of the Services, the User must notify the Company and formulate its grievances and reservations within thirty (30) calendar days following the date on which it becomes aware of them, in order to allow the parties to make their best efforts with a view to reaching an amicable settlement of the situation within a period of thirty (30) calendar days following the initial notification of the User.

In the absence of amicable settlement under the above-mentioned conditions and in the event of sufficiently serious non-performance of the Company, the User may terminate the Terms of Use under the conditions provided for in article 14 and obtain, where applicable, damages and interests from the Company for the purpose of repairing the damage suffered, the User waiving in advance the right to request forced performance in kind of the Services by the Company or a third party or a proportional reduction in the price, by express derogation from the provisions of articles 1221, 1222 and 1223 of the Civil Code.

Article 9 – COMPANY LIABILITY

The Company is bound by an obligation of means for the provision of the Services.

Each User declares to be informed of the constraints and limits of Internet networks and can in no case seek responsibility for the Company for malfunctions in access to the Services, opening and consultation speeds of the pages of the Services, temporary or permanent inaccessibility of the Services or fraudulent use by Users or third parties of the Applications.

The responsibility of the Company can no longer be committed:

- in the event of failure to fulfill any obligation resulting from a fortuitous event or event force majeure within the meaning of article 1218 of the Civil Code, including, but not limited to, events unforeseeable such as strikes, work stoppages, social unrest, factory closures, floods, fires, lack of production or transport not due to personal action, disruption of supplies, wars, riots, insurrections and more generally any circumstance or event preventing the Company from properly performing its obligations;
- in the event that the information, data, instructions, guidelines, materials or supports communicated by the User are erroneous or incomplete, and more generally in the case where the non-performance or defective execution of the Services results in whole or in part from the behavior, breach or deficiency of the User ;
- in the event that certain services or functionalities are not accessible on the Applications due to deactivation by a User of cookies via the browser software interface;
- in the case where the functionalities of the Applications would turn out incompatible with certain equipment and/or functionalities of the computer and telephone hardware of a User.

Each User is also responsible for the content and information imported, stored and/or published on the Applications and undertakes not to use any technical measure likely to allow the circumvention of the technical protection measures put in place by the Company in order to avoid any fraudulent use of the Applications and Services.

Each User also takes under its sole responsibility all measures likely to ensure the integrity and safeguarding of all of its data, files and documents and renounces seeking responsibility for the Company in the event of damage to data, files or any other document that they may have entrusted to the Company in the context of the use of the Applications and/or Services.

More generally, each User furthermore undertakes to guarantee the Company of any complaint, demand, or opposition and more generally of any procedure which would be brought against it due to the use which would have been made by the User of the Applications or Services.

In any case, the Company incurs no liability for any indirect or immaterial damage or harm such as financial loss, loss of opportunity, loss of profit, loss of contract, loss of order, loss of customers, operating loss, commercial damage or trouble or image damage, which could result from the defective supply or lack of supply of the Services.

The responsibility of the Company cannot exceed an amount equal to the price excluding taxes collected from the User for the provision of Services over the last twelve (12) months.

In accordance with the provisions of article 2254 of the Civil Code, any legal action by a User with regard to the Company is reached by prescription upon the expiration of a period of one (1) year following the date on which the User concerned has knowledge or is presumed to have knowledge of the harmful event.

Article 10 – REGISTRATION SYSTEMS

Computerized records, kept in the computer systems of the Company and its partners under reasonable security conditions, will be considered as proof of the communications and actions of the Users and of the Company. The archiving of these elements is carried out on a reliable and durable medium so as to correspond to a faithful and durable copy within the meaning of the applicable regulations.

Each User recognizes the evidentiary value of automated recording systems of the Applications and declares that it will not contest them in the event of a dispute.

Article 11 – PERSONAL DATA

For more information regarding the use of personal data by the Company as Data Controller, please read the Privacy Policy in the appendix to these Terms of Use.

You can consult these documents at any time on the Company's website.

Article 12 – HYPERTEXT LINKS

The hypertext links available on the Applications may refer to third-party or partner sites. They are provided solely for the convenience of the User, in order to facilitate the use of resources available on the Internet. If the User uses these links, it will leave Applications and will then agree to use third-party sites at its own risk or, where applicable, in accordance with the conditions that govern them.

In any event, the existence of a hypertext link to the Applications from a third party site or on the Applications to a third party or partner site cannot incur the liability of the Company for any reason whatsoever and in particular as to the availability, content and products and/or services available on or from this third party or partner site.

The User is not authorized to create on a third party site one or more hypertext links linking to the home page of the Applications, except with prior written authorization from the Company.



Article 13 – INTELLECTUAL PROPERTY

The Company is the sole owner of all the content present on the Applications, in particular and without limitation, all texts, files, animated or non-animated images, photographs, videos, logos, drawings, models, software, brands, visual identity, database, structure of the Applications and all other elements of intellectual property and other data or information which are protected by French and international laws and regulations relating in particular to intellectual property.

Consequently, none of the contents of the Applications may not, in whole or in part, be modified, reproduced, copied, duplicated, sold, resold, transmitted, published, communicated, distributed, broadcast, represented, stored, used, rented or exploited in any other way, free of charge or for a fee, by A User or by a third party, whatever the means and/or supports used, whether known or unknown to date, without the prior written authorization of the Company, and the User is solely responsible for any unauthorized use and/or exploitation.

In addition, any extraction, integration, compilation, or use for commercial purposes of information contained in the databases accessible on the Applications, as well as any use of software, robots, data mining systems and other data collection tools is strictly prohibited for Users.

The Company concedes, however, to Users, subject to compliance by the latter with these Terms of Use, a non-exclusive and non-transferable right to access the content present on the Applications of which it holds full ownership, to download and print them for personal, non-commercial use.

Reciprocally, each User expressly authorizes the Company to reproduce, distribute, host, store, communicate, publish, modify, adapt, translate and display all or part of its content on the Applications, by any means or process, for the purposes of exploitation, improvement, verification, promotion, marketing, advertising of the Applications or as part of the establishment of partnerships. This exclusive, transferable and sublicensable license is valid worldwide, royalty-free, for the duration of the registration of the User or until the content of their account is deleted.

Article 14 – DURATION – SUSPENSION – TERMINATION

These Terms of Use are concluded for the duration of the provision of the Services, as long as the User has the Mobile App on their smartphone.

The Company reserves the right to permanently or temporarily suspend access to the Applications and Services for any reason, which would result in the termination without notice of these Terms of Use.

The Company reserves the right to suspend access to a User to the Services permanently or temporarily, in the event of a breach by said User to its obligations resulting from these Terms of Use.

Furthermore, the Company or the User may terminate the Terms of Use automatically in advance by sending written notification:



- in the event of the occurrence of a case of force majeure as referred to in article 9 above;
- after having notified the other party in the event of a serious breach by the latter of its obligations or under the applicable laws and regulations, which has not been remedied within fifteen (15) days (when may be remedied) following written notification indicating the nature of the breach and the need to remedy it.

Article 15 – CONFIDENTIALITY

During the term hereof, each party may become aware of or receive confidential information, documents and/or data about the other party. Therefore, each party undertakes, both in its own name and in the name of its employees for whom it stands strong, to preserve the strict confidentiality of all confidential information, documents and/or data of any nature in connection with the results, activity or goodwill of the other party or any information received or obtained from a party within the framework of established contractual relationships.

This confidentiality commitment of the parties is valid, both for the duration hereof and for a period of two (2) years following their expiration or termination.

Article 16 – NOTIFICATIONS

Any written notification or summons required or permitted under the provisions hereof will be validly effected if sent by electronic mail, addressed to contact@becandid.tech.

Notices made by email will be deemed to have been given on the date the email is sent.

Article 17 – AUTONOMY AND ABSENCE OF WAIVER

If any of the stipulations of these Terms of Use were declared null or inapplicable for any reason whatsoever in application of a law, a regulation or following a court decision that has become final, it would be deemed not to be applicable. written and the other stipulations would remain in force.

The fact for the Company to not take advantage, temporarily or permanently, of one or more stipulations of the Terms of Use will in no case constitute a waiver.

Article 18 – MODIFICATION

The Company reserves the right to modify at any time and without notice the content or location of the Applications, the Services and these Terms of Use.

Any use of the Applications or Services following a modification made to the Terms of Use will imply acceptance by each Customer of said modifications. The most recent and current version of the Terms of Use will always be available on the website.

Article 19 – DISPUTES

Disputes that may arise within the framework of contractual relations established between the User and the Company must be resolved, as far as possible, amicably.

In the absence of amicable settlement within one month from the referral of one of the parties, all disputes to which the Terms of Use could give rise, concerning their validity, interpretation, execution, termination, their consequences and their suites, will be submitted exclusively to the **Tribunal de Commerce d'Antibes**.

Article 20 – APPLICABLE LAW AND LANGUAGE OF THE CONTRACT

These Terms of Use and the operations resulting from them are governed and subject to French law. They are written in French. In the event of translation into one or more foreign languages, only the French text will be authentic in the event of a dispute.

ADDENDUM 1

PRIVACY AND COOKIE POLICY

As part of the provision of our Applications, we process your personal data in compliance with the General Data Protection Regulation 2016/679 of April 27, 2016 ("GDPR") and under the conditions set out below .

Personal data means any information relating to an identified or identifiable natural person. We collect and process personal data in the context of providing our Services or communicating about these Services exclusively, in strict compliance with the GDPR.

We only collect personal data that is adequate, relevant and limited to what is necessary for the purposes for which it is processed. Therefore, you will never be asked to provide personal data considered "sensitive", such as your racial or ethnic origins, your political, philosophical or religious opinions.

By browsing the Applications, you authorize us to process your personal data in accordance with the Privacy Policy. If you do not agree to the terms of this Privacy Policy, please refrain from using the Applications.

1. In what cases do we collect your personal data and what data is collected?

We may collect and store your personal data, including:

- When you download the Mobile App and browse on your smartphone
- When you use the service **BeCandid Lite** on the Mobile App by inviting a company to share salary feedback.
- When you use the service **BeCandid Lite** on the Web App by receiving an invite from a User of the Mobile App to share salary feedback or more generally when a User of the Mobile App sends you an invite.
- When you use the service **BeCandid** by receiving an invite from a company to share salary feedback.
- When you contact us

We use your personal data to enable the implementation and management of the Application Services and respond to your specific requests. We also use your personal data for the purpose of operating and improving our Services, our Applications and our approach. This information is used only by us and allows us to better adapt our Services to your expectations.

We minimize the collection of personal data and only collect what is strictly necessary for the execution of our Terms of Use, compliance with current legislation and the execution of the steps prior to the conclusion of contracts.

We carry out an impact analysis when developing our Services in order to define the personal data necessary for the proper execution of the Service, the purpose of processing this data and the risks.



1.1 Navigation on the Applications

Each time you access our Applications, we collect personal data such as, in particular, your IP address, date and time of connection, as well as information about the browser you are using.

1.2 Use of the Service

BeCandid Lite:

- When you use the Mobile App to invite a company to share salary feedback, we collect your email address and the email address of the recipient of the company you invite. The purpose is to make it possible to send email notifications and implement the feedback sharing process by following the cryptographic protocol. You must ask the company for permission to use their professional email address before sending a feedback invite.
- When you use the Web App when receiving an invite from a candidate to share salary feedback, we collect your email address. The purpose is to make it possible to send email notifications and implement the feedback sharing process by following the cryptographic protocol.

BeCandid:

When you use the Mobile App and receive an invite from a company to share salary feedback, we collect your email address. The purpose is to make it possible to send email notifications and implement the feedback sharing process by following the cryptographic protocol.

1.3 Contacts

In order to respond to requests you may reach out to our Customer Service and to confirm information about you, we may use your first and last name, email address and telephone number. The aim is to make communication possible and provide you with the necessary support.

1.4 Other

When our Users send feedback invites, we use the email address of the invite recipients.

2. How do we protect your personal data?

We have set up and regularly reassess technical and organizational security measures to guarantee the security, integrity and confidentiality of all your personal data, in order to prevent it from being distorted, damaged or from unauthorized third parties. have access. We ensure an appropriate level of security, taking into account the state of knowledge, the costs of implementation and the nature, scope, context and purposes of the processing as well as the risks and their likelihood.

However, it is specified that no security measure is infallible, we are not able to guarantee absolute security of your personal data.

Furthermore, it is your responsibility to ensure the confidentiality of the data presented on the Mobile App. by not giving access to the Mobile App on your smartphone to third parties.



3. When do we share your personal data?

3.1 Sharing of your personal data within the Company

Your personal data may be processed internally at BeCandid Tech. Only people who need to process personal data as part of their duties will have access to it.

3.2 Sharing your personal data with third party companies

When you browse the Applications, your personal data may be transmitted to external service providers. These third parties provide a service on our behalf and in our name with the aim of enabling the proper functioning of the Services.

Our subcontractors are as follows:

- Google Workspace Europe (Emails you send to our Support team)
- Infomaniak (Hosting / Infrastructure)
- Mailgun Europe (Emails notifications sent by the solution)

We favor subcontractors who use servers located in the European Economic Area. However, personal data may be transferred to countries outside the European Union. In accordance with the GDPR, all transfers of personal data to a country located outside the European Union and/or not offering a level of protection considered sufficient by the European Commission have been the subject of cross-border flow agreements. comply with the standard contractual clauses issued by the European Commission.

Except in the case where a third party asks you to accept its own confidentiality policy and conditions of use, the third party companies having received communication of your personal data have undertaken to process your personal data only for the implementation of our Services.

We will never share, without obtaining your prior consent, your personal data with third party companies for marketing and/or commercial purposes.

3.3 Sharing with authorities

We may disclose your personal data to administrative or judicial authorities when their disclosure is necessary for the identification, arrest or prosecution of any individual likely to harm our rights, any other user or of a third. Finally, we may be legally required to disclose your personal data and cannot object to this in this case.

4. How long do we keep your personal data?

BeCandid Lite:

We will retain your personal data as long as you are active on the Mobile App and up to two years of inactivity.

After two years of inactivity, personal data will be deleted and only kept in archive form for the purposes of establishing proof of a right or contract.



In any case, we will keep your personal data for a period not exceeding that necessary for the purposes for which they are processed in accordance with the uses set out in this Policy and in compliance with laws and regulations.

BeCandid:

When you are invited by a BeCandid company client to provide feedback from the Mobile App, we act as a subcontractor of the client company. The data retention arrangements are governed by the Data Processing Agreement established between the Company and the Client.

5. Cookies: how do we use them?

5.1 What is a cookie?

A cookie is a text file that may be placed in a terminal when consulting an online service with browser software. A cookie file notably allows its issuer, during its validity period, to recognize the terminal concerned each time this terminal accesses digital content containing cookies from the same issuer.

In any case, cookies placed on your browsing terminal with your consent are destroyed 13 months after their placement on your terminal.

5.2 What are the cookies issued on our Applications used for?

The cookies we issue:

- allow us to provide our Services by making access to the Applications possible.
- allow us to fight fraud by ensuring that people accessing our Applications are authorized to do so.
- allow us to adapt the presentation of our Mobile App to the display preferences of your terminal (language used, display resolution, operating system used, etc.) during your visits to our Application, depending on the hardware and viewing or reading software that your terminal includes;
- crsftoken: security token (linked to the session).

The Company only places cookies on the Applications that are exempt from consent under article 82 of the Data Protection Act. Therefore, you will not see a cookie banner asking for your consent.

On top of cookies, a local storage is used to store feedback information during the feedback process.

5.3 How can you control the cookies used?

You can configure your browser software at any time so that cookies are saved on your terminal or, on the contrary, that they are rejected (either systematically or depending on their issuer). You can also configure your browser software so that you are offered the acceptance or refusal of cookies from time to time, before a cookie can be saved on your terminal.

Please note: any settings may modify your Internet browsing and your conditions of access to certain services requiring the use of cookies. We decline all responsibility for the consequences linked to the degraded functioning of our services resulting from the impossibility of recording or consulting the cookies necessary for their functioning and which you have refused or deleted. This would be the case if you tried to access our content or services which require you to identify yourself. This would also be the case when we (or our service providers) could not recognize, for



technical compatibility purposes, the type of browser used by your terminal, its language and display settings or the country from which your terminal appears to be connected to the Internet.

5.4 How to configure your navigation software?

For the management of cookies and your choices, the configuration of each browser is different. It is described in the help menu of your browser, which will allow you to know how to modify your cookie preferences. Below you will find information about the main browsers.

Internet Explorer / Edge

In Internet Explorer, click the Tools button, then click Internet Options. On the General tab, under Browsing History, click Settings. Click the Show Files button.

Firefox

- Go to the Browser Tools tab then select the Options menu
- In the window that appears, choose Privacy and click Show Cookies

Safari

- Access Settings via the browser menu (Safari > Preferences)
- Click Privacy.

Google Chrome

- Access Settings via the button to the right of the URL bar or via the browser menu (Chrome > Preferences).
- Select Advanced Settings
- Click on Content Settings then on Cookies.

To obtain more information about cookies, you can [consult the CNIL website](#).

6. What are your rights?

You have rights over your personal data. In accordance with the regulations on the protection of personal data, in particular articles 15 to 22 of the GDPR, and after having proven your identity, you have the right to ask us for access to the personal data concerning you, the rectification or erasure thereof.

In addition, within the limits set by law, you also have the right to object to the processing, to limit it, to decide the postmortem fate of your data, to withdraw your consent at any time and the right to portability of personal data provided.

You can contact our Services to exercise your rights at the following email address: support@becandid.tech or to the following postal address: *BeCandid Tech, 400 avenue Roumanille, Green Side Business Village, B.P. 309, 06906 Sophia-Antipolis cedex* by attaching a copy of an identity document to your request.

If you have been invited by a BeCandid corporate client to provide feedback from the Mobile App, the controller of your personal data is the company that invited you. We invite you to contact them for any request relating to the exercise of your rights over your personal data.



7. Can we change the Privacy Policy?

We reserve the right to modify the Privacy Policy at any time. It is therefore recommended that you consult it regularly. If we make changes, we will post those changes on this page and in other places we deem appropriate based on the purpose and significance of the changes made.

Your use of the Applications after any changes means that you accept those changes. If you do not agree to certain material changes to this Privacy Policy, you should stop using the Applications.

8. The National Commission for Information Technology and Liberties (“CNIL”)

We remind you that you can contact the CNIL directly on the [CNIL website](#) or by mail to the following address: Commission Nationale de l’Informatique et des Libertés (CNIL), 3 Place de Fontenoy - TSA 80715, 75334 PARIS CEDEX 07.