

Privacy and Cookies Policy

INTRODUCTION

GROUPE SIPROMAD ("us" or "we" or "our") respects the privacy of its users ("user" or "you"). This Privacy and Cookies Policy ("**Privacy Policy**") explains how we collect, use, disclose and protect your personal information when you visit our website www.sipromad.com , including any other media forms, media channels, mobile websites or mobile applications linked or connected to it (collectively, the "**Site**").

PLEASE READ THIS PRIVACY POLICY CAREFULLY. IF YOU DO NOT AGREE WITH THE TERMS OF THIS PRIVACY POLICY, PLEASE DO NOT ACCESS THE SITE.

We reserve the right to make changes to this Privacy Policy at any time and for any reason. We will notify you of any changes by updating the "Last Updated" date on this Privacy Policy. Any changes or modifications will be effective immediately upon posting of the updated Privacy Policy on the site, and you waive the right to receive specific notice of each change or modification.

We encourage you to periodically review this Privacy Policy for updates. You will be deemed to have been made aware of and to be bound by any changes to any revised Privacy Policy and to have accepted such changes by continuing to use the Site after the date of posting of such revised Privacy Policy.

COLLECTION OF YOUR INFORMATION

We may collect information about you in a variety of ways. The information we may collect on the Site includes:

Personal data

Personally identifiable information, such as your name, shipping address, e-mail address and telephone number, and demographic information, such as your age, gender, hometown and interests, which you voluntarily provide to us when you register on the site, in particular when you apply for jobs via our site for data relating to the evaluation of skills, aptitudes and motivations (RESUME, diplomas obtained, positions held, cover letter). You are under no obligation to provide us with personal information of any kind, but your refusal to do so may prevent you from using certain functions of the site.

Derived data

Information that our servers automatically collect when you access the site, such as your IP address, browser type, operating system, access times and the pages you consulted directly before and after accessing the site.

Data on mobile devices

Information about your device, such as its ID, the model and manufacturer of your mobile device, and information about the location of your device, if you access the site from a mobile device.

USE OF YOUR INFORMATION

Having the correct information about you allows us to provide you with a pleasant, efficient and personalized experience.

Your information collected through the Site may also be used to:

- Assisting law enforcement agencies and responding to requisitions and/or subpoenas
- Managing recruitment operations;
- Building a talent network;
- Managing your requests to exercise your personal data rights;
- Compile anonymous statistical data and analyses for internal use or by third parties.
- Enable user-to-user communications
- Increase the efficiency and operation of the Site
- Monitor and analyze usage and trends to improve your experience on the Site.
- Request feedback and contact you regarding your use of the Site
- Resolve disputes and troubleshoot problems.

DISCLOSURE OF YOUR INFORMATION

We may share information we have collected about you in certain situations. Your information may be disclosed for the following reasons:

By law or to protect rights

If we believe that disclosing information about you is necessary to comply with legal process, investigate or remedy potential violations of our policies, or to protect the rights, property or safety of others, we may share your information as permitted or required by any applicable law, rule or regulation. This includes exchanging information with other entities for the purposes of fraud protection and credit risk reduction.

Third-party advertisers

We may use third-party advertising companies to serve ads on our Site when you visit it. These companies may use information about your visits to the Site and other web sites contained in web cookies to serve advertisements about goods and services that may be of interest to you.

Affiliates

We may share your information with our affiliates, in which case we will require them to comply with the terms of this Privacy Policy. Affiliates include our parent company and any other subsidiaries, joint ventures or other companies that we control or that are under common control with us.

Contacts on Social Networks

If you connect to the Site through a social network, your contacts on this social network will see your name, your profile photo, and descriptions of your activity.

Other third parties

We may share your information with advertising companies and investors in order to conduct general business analysis. We may also share your information with such third parties for marketing purposes, as permitted by law.

Disposal or Bankruptcy

If we reorganize or sell all or a portion of our assets, spin off, or are acquired by another entity, we may transfer your information to the successor entity. If we cease operations or become insolvent, your information may be an asset of, or acquired by, a third party. You acknowledge that such transfers may occur and that the transferee may refuse to honor any obligations under this Privacy Policy.

We are not responsible for the actions of third parties with whom you share your personal or sensitive data, and we have no authority to manage or control solicitations from third parties. If you no longer wish to receive correspondence, e-mails or other communications from third parties, it is your responsibility to contact the third party directly.

TRACKING TECHNOLOGIES

Cookies and Spy Pixels

We may use cookies and web beacons, and other technologies on the Site to help personalize the Site and improve your experience. When you access the Site, your personal information is not collected through tracking technologies. Most browsers are configured to accept cookies by default. You can delete or refuse cookies, but please be aware that doing so may affect the availability and functionality of the Site. You cannot refuse pixel tags. However, they can be made ineffective by refusing all cookies or by modifying your browser settings so that you receive a notification each time you are offered the use of cookies, allowing you to accept or refuse cookies on an individual basis.

For more information on our use of cookies, please refer to our Cookie Policy posted on the Site, which is incorporated into this Privacy Policy. By using the Site, you agree to be bound by our Cookie Policy.

Online Advertising

In addition, we may use third-party software to serve advertisements on the Site, implement electronic marketing campaigns, and manage other interactive marketing initiatives. This third-party software may use cookies or similar tracking technology to help manage and optimize your online experience with us. For more information about opting out of interest-based advertising, visit the Network Advertising Initiative's Opt-Out Tool or the Digital Advertising Alliance's Opt-Out Tool.

Website Analysis

By accessing the Site, you consent to the collection and use of your information by these third-party service providers. We encourage you to read their privacy policies and to contact them directly for answers to your questions. We do not transfer personal information to these third-party service providers. However, if you do not want any information collected or used by tracking technologies, you can visit the third-party providers' sites or the Network Advertising Initiative's Opt-Out Tool or the Digital Advertising Alliance's Opt-Out Tool.

We draw your attention to the fact that using a new computer, installing a new browser, updating your current browser, or deleting or otherwise altering your browser's cookie folders may also lead to the deletion of certain deactivation cookies, plug-ins, or settings.

THIRD-PARTY WEBSITES

This Site may contain links to third-party websites and applications that may be of interest to you, including external advertisements and services, which are not affiliated with us. Once you have used these links to leave our Site, any information you provide to these third party sites will no longer be covered by this Privacy and Cookie Policy, and we cannot guarantee the security and confidentiality of your information. Prior to any visit and before providing any information to third party web sites, you should inform yourself about the privacy policies and practices (if any) of the operators of such third party web sites, and should take appropriate measures, in your sole discretion, to protect the confidentiality of your information. We are not responsible for the content or the privacy and security practices and policies of any third parties, including other sites, services or applications that may be linked to or from the Site.

YOU AGREE THAT YOUR USE OF THIRD-PARTY WEBSITES AND RESOURCES, INCLUDING WITHOUT LIMITATION YOUR USE OF ANY CONTENT, INFORMATION, DATA, ADVERTISING, PRODUCTS, OR OTHER MATERIALS AVAILABLE ON OR THROUGH SUCH WEBSITES AND

RESOURCES, IS AT YOUR OWN RISK AND IS SUBJECT TO THE TERMS AND CONDITIONS OF USE APPLICABLE TO SUCH WEBSITES AND RESOURCES.

SECURITY OF YOUR INFORMATION

We use administrative, technical and physical security measures to help protect your personal information. While we have taken the necessary steps to secure the personal information you provide to us, please be aware that despite our efforts, our security measures are neither perfect nor impenetrable, and that no method of data transmission can be guaranteed against interception or other misuse. Any information disclosed online is vulnerable to interception and misuse by parties not authorized to do so. Therefore, we cannot guarantee complete security if you provide us with personal information.

POLICY FOR MINORS

We do not knowingly solicit information from or trade with minors under the age of 13. If you are aware of any collection of data by us from minors under the age of 13, please contact us using the contact details provided below.

NATURE AND EXERCISE OF RIGHTS RELATING TO PERSONAL DATA

Within the framework of personal data processing, Internet users have access to :

- right of access ;
- right to query the processing of your data;
- right of rectification: update and/or additional information;
- right to erasure when data is no longer necessary for the purposes for which it was collected - this right may be exercised insofar as it does not interfere with the performance of the contract or compliance with our legal and regulatory obligations;
- the right to limit the processing of your personal data;
- the right to modify and/or withdraw, at any time, consent to the processing of your personal data based solely on your consent;
- the right to object to the processing of your personal data, particularly in the case of commercial prospecting;
- the right to portability of your personal data.

You also have the right to specify how you wish your personal data to be handled after your death.

To ensure that the information we hold about you is always accurate, we recommend that you regularly update your personal data.

You can make any request to exercise your rights relating to your personal data by contacting us by email :contact@sipromad.com

In the event of dissatisfaction, you have the right to refer the matter to the competent authority, the « Commission Malagasy de l'Informatique et des Libertés » (CMIL).

CONTACT US

If you have any questions or comments about this Privacy and Cookie Policy, please contact us at the following address:

GROUPE SIPROMAD

GOLDEN BUSINESS CENTER Bâtiment C Morarano Alarobia Antananarivo MADAGASCAR

Email: contact@sipromad.com

Contact : 032 11 480 04