

Privacy Policy

Effective as of 30/04/2021, last updated 04/2021.

This “Privacy Policy” describes the privacy practices of Quinyx AB and our subsidiaries and affiliates (collectively, “Quinyx”, “we”, “us”, or “our”) in connection with the www.quinyx.com website or any other website that we own or control and which posts or links to this Privacy Policy. This Privacy Policy also applies to contact persons at companies who are our customers or potential customers and individuals participating in our events, (collectively, the “Service”), and the rights and choices available to individuals with respect to their information.

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Controller and Data Protection Officer

Quinyx AB is the controller of your personal data covered by this Privacy Policy for the purposes of European data protection legislation. This Privacy Statement describes Quinyx in its role as a controller of personal data. Quinyx’s role as a data processor is regulated by applicable data processing agreements with the respective data controller.

Quinyx has appointed a Data Protection Officer, who can be contacted at dpo@quinyx.com.

Personal Data We Collect

Information you provide to us. Personal data about you that you provide to us through the Service or otherwise includes:

- **Business and personal contact information**, such as your first and last name, email and mailing addresses, phone number, professional title and company name.
- **Profile information**, such as your username and password that you may set to establish an online account with us, your photograph, interests, and preferences.

- **Registration information**, such as information that may be related to a service, an account or an event you register for.
- **Feedback or correspondence**, such as the information you provide when you contact us with questions, feedback, or otherwise correspond with us online.
- **Demographic Information**, such as your city, state, country of residence, postal code, and age.
- **Financial information**, such as your financial account numbers or payment card information.
- **Transaction information**, such as information about payments to and from you and other details of products or services you have purchased from us
- **Usage information**, such as information about how you use the Service and interact with us, including information associated with any content you upload to the websites or otherwise submit to us, and the information you provide when you use any interactive features of the Service
- **Other information** that we may collect which is not specifically listed here, but which we will use in accordance with this Privacy Policy or as otherwise disclosed at the time of collection.

Information we obtain from social media platforms. We may maintain pages for our Company on social media platforms, such as Facebook, LinkedIn, Twitter, Google, YouTube, Instagram, and other third party platforms. When you visit or interact with our pages on those platforms, the platform provider's privacy policy will apply to your interactions and their collection, use and processing of your personal data. You or the platforms may provide us with information through the platform, and we will treat such information in accordance with this Privacy Policy.

Information we obtain from other third parties. We may receive personal data about you from third-party sources. For example, a business partner may share your contact information with us if you have expressed interest in learning specifically about our products or services, or the types of products or services we offer. We may obtain your personal data from other third parties, such as marketing partners, publicly-available sources and data providers.

Cookies and Other Information Collected by Automated Means

We, our service providers, and our business partners may automatically log information about you, your computer or mobile device, and activity occurring on or through the Service. The information that may be collected automatically includes your computer or mobile device operating system type and version number, manufacturer and model, device identifier (such as the Google Advertising ID or Apple ID for Advertising), browser type, screen resolution, IP address, the website you visited before browsing to our website, general location information such as city, state or geographic area; and information about your use of and actions on the Service, such as pages or screens you viewed, how long you spent on a page or screen, navigation paths between pages or screens, information about your activity on a page or screen, access times, and length of access. Our service providers and business partners may collect this type of information over time and across third-party websites and mobile applications.

On our webpages, this information is collected using cookies, browser web storage (also known as locally stored objects, or "LSOs"), web beacons, and similar technologies, and our emails may also contain web beacons.

How We Use Your Personal Data

We use your personal data for the following purposes and as otherwise described in this Privacy Policy or at the time of collection:

To operate the Service. We use your personal data to:

- provide, operate and improve the Service
- provide information about our products and services
- establish and maintain your user profile on the Service
- enable security features of the Service, such as sending you security codes via email or SMS, and remembering devices from which you have previously logged in
- communicate with you about the Service, including by sending you announcements, updates, security alerts, and support and administrative messages
- communicate with you about events or contests in which you participate
- understand your needs and interests, and personalize your experience with the Service and our communications
- provide support and maintenance for the Service
- to respond to your requests, questions and feedback

For research and development. We analyze the use of the Service to analyze and improve the Service and to develop new products and services, including by studying user demographics and use of the Service.

To send you marketing and promotional communications. We may send you Quinyx-related marketing communications as permitted by law. You will have the ability to opt-out of our marketing and promotional communications as described in the [Opt out of marketing](#) section below.

To display advertisements. We work with advertising partners to display advertisements on the Service. These advertisements are delivered by our advertising partners and may be targeted based on your use of the Service or your activity elsewhere online. To learn more about your choices in connection with advertisements, please see the section below titled “Targeted online advertising.”

To comply with law. We use your personal data as we believe necessary or appropriate to comply with applicable laws, lawful requests, and legal process, such as to respond to subpoenas or requests from government authorities.

For compliance, fraud prevention, and safety. We may use your personal data and disclose it to law enforcement, government authorities, and private parties as we believe necessary or appropriate to: (a) protect our, your or others’ rights, privacy, safety or property (including by making and defending legal claims); (b) enforce the terms and conditions that govern the Service; and (c) protect, investigate and deter against fraudulent, harmful, unauthorized, unethical or illegal activity.

With your consent. In some cases we may specifically ask for your consent to collect, use or share your personal data, such as when required by law.

To create anonymous data. We may create anonymous data from your personal data and other individuals whose personal data we collect. We make personal data into anonymous data by removing information that makes the data personally identifiable to you. We may use this anonymous data and share it with third parties for our lawful business purposes, including to analyze and improve the Service and promote our business.

We use Hotjar in order to better understand our users 'needs and to optimize this service and experience.

For further details, please see the 'about Hotjar' section of Hotjar's [support site](#) .

Automated Decision-Making and Profiling. We may use automated decision-making in regard to your personal data for some services and products, for example, the Service might make recommendations about scheduling preferences based on your previous selections. You can request a manual review of the accuracy of an automated decision that you are unhappy with or limit or object to such automated decision-making and/or profiling by contacting us at dpo@quinyx.com.

Legal Bases for Processing

We use your personal data only as permitted by law. Our legal bases for processing the personal data described in this Privacy Policy are described in the table below.

Processing purpose (click link for details) <i>Details regarding each processing purpose listed below are provided in the section above titled "How we use your personal data".</i>	Legal basis
To operate the Service	Processing is necessary to perform the contract governing our provision of the Service or to take steps that you request prior to signing up for the Service. If we have not entered into a contract with you, we process your personal data based on our legitimate interest in providing the Service you access and request.
<ul style="list-style-type: none"> ● To administer events and contests ● For research and development ● To send you marketing communications ● To display advertisements ● To manage our recruiting and process employment applications ● For compliance, fraud prevention and safety ● To create anonymous data 	These activities constitute our legitimate interests. We do not use your personal data for these activities where our interests are overridden by the impact on you (unless we have your consent or are otherwise required or permitted to by law).
To comply with law	Processing is necessary to comply with our legal obligations.
With your consent	Processing is based on your consent. Where we rely on your consent, you have the right to withdraw it any time in the manner indicated when you consent or in the Service.

Use for new purposes. We may use your personal data for reasons not described in this Privacy Policy where permitted by law and the reason is compatible with the purpose for which we collected it. If we need to use your personal data for an unrelated purpose, we will notify you and explain the applicable legal basis.

How We Share your Personal data

We do not share your personal data with third parties without your consent, except in the following circumstances or as described in this Privacy Policy:

Affiliates. We may share your personal data with our corporate parent, subsidiaries, and affiliates, for purposes consistent with this Privacy Policy.

Service providers. We may share your personal data with third party companies and individuals that provide services on our behalf or help us operate the Service (such as customer support, hosting, analytics, email delivery, marketing, and database management services). These third parties may use your personal data only as directed or authorized by us and in a manner consistent with this Privacy Policy, and are prohibited from using or disclosing your information for any other purpose.

Third-party platforms and social media networks. If you have enabled features or functionality that connect the Service to a third-party platform or social media network (such as by logging in to the Service using your account with the third-party, providing your API key or similar access token for the Service to a third-party, or otherwise linking your account with the Service to a third-party's services), we may disclose the personal data that you authorized us to share. We do not control the third party's use of your personal data.

Professional advisors. We may disclose your personal data to professional advisors, such as lawyers, bankers, auditors and insurers, where necessary in the course of the professional services that they render to us.

For compliance, fraud prevention and safety. We may share your personal data for the compliance, fraud prevention and safety purposes [described above](#).

Business transfers. We may sell, transfer or otherwise share some or all of our business or assets, including your personal data, in connection with a business transaction (or potential business transaction) such as a corporate divestiture, merger, consolidation, acquisition, reorganization or sale of assets, or in the event of bankruptcy or dissolution. In such a case, we will make reasonable efforts to require the recipient to honor this Privacy Policy.

Retention

We retain personal data for as long as necessary to fulfill the purposes for which we collected it, including for the purposes of satisfying any legal, accounting, or reporting requirements, to establish or defend legal claims, or for fraud prevention purposes.

To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorized use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements. You can find more information about specific retention periods [here](#).

Some data will be anonymized and used for service development. When you choose to opt out from any type of communication from us, your personal data will no longer be used for that purpose.

Your Rights and Choices

Your Rights

You may ask us to take the following actions in relation to your personal data that we hold:

- **Access.** Provide you with information about our processing of your personal data and give you access to your personal data.
- **Correct.** Update or correct inaccuracies in your personal data.
- **Delete.** Delete your personal data.
- **Transfer.** Transfer a machine-readable copy of your personal data to you or a third party of your choice.
- **Restrict.** Restrict the processing of your personal data.
- **Object.** Object to our reliance on our legitimate interests as the basis of our processing of your personal data that impacts your rights.

You may submit these requests by email to dataprivacy@quinyx.com, contact our Data Protection Officer at dpo@quinyx.com, or our postal address provided [below](#). We may request specific information from you to help us confirm your identity and process your request. Applicable law may require or permit us to decline your request. If we decline your request, we will tell you why, subject to legal restrictions.

If you would like to submit a complaint about our use of your personal data or our response to your requests regarding your personal data, you may contact our Data Protection Officer at dpo@quinyx.com or at the contact information found [below](#). You can find your Data Protection Authority [here](#).

Your Choices

You can find more information about your choices in certain situations here.

Security Practices

The security of your personal data is important to us. We employ a number of organizational, technical and physical safeguards designed to protect the personal data we collect. You can read more about our Information Security in regards to our Service by visiting: https://enjoy.quinyx.com/hubfs/iGoMoon2017/PDFs/Quinyx_Information_Security.pdf?t=1523976583623. We may modify our Information Security practices, in our sole discretion, at any time.

International Data Transfers

We are headquartered in Sweden and have operations in the United States. In addition, we have service providers in the United States and other countries, and your personal data may be transferred to the United States or other locations outside of your state, province, or country where privacy laws may not be as protective as those in your state, province, or country.

If we transfer your personal data out of Europe to a country not deemed by the European Commission to provide an adequate level of personal data protection, the transfer will be performed:

- Pursuant to the recipient's compliance with standard contractual clauses, or Binding Corporate Rules;
- Pursuant to the consent of the individual to whom the personal data pertains; or
- As otherwise permitted by applicable European or national law.

You may contact us if you want further information on the specific mechanism used by us when transferring your personal data out of Europe.

Children

The Service is not directed to, and we do not knowingly collect personal data from anyone under the age of 16. If a parent or guardian becomes aware that his or her child has provided us with information without their

consent, he or she should contact us. We will delete such information from our files as soon as reasonably practicable. We encourage parents with concerns to [contact us](#).

Your California Privacy Rights

Under California Civil Code section 1798.83, California residents are entitled to ask us for a notice identifying the categories of personal customer information which we share with our affiliates and/or third parties for marketing purposes, and providing contact information for such affiliates and/or third parties. If you are a California resident and would like a copy of this notice, please submit a written request to us via email at Quinyx AB (556704-4580), Vattugatan 17, 111 52 Stockholm, Sweden. You must put the statement "Your California Privacy Rights" in your request and include your name, street address, city, state, and ZIP code. We are not responsible for notices that are not labeled or sent properly, or do not have complete information.

Changes to this Privacy Policy

We reserve the right to modify this Privacy Policy at any time. If we make material changes to this Privacy Policy, we will notify you by updating the date of this Privacy Policy and posting it on the Service. We may also provide notification of changes in another way that we believe is reasonably likely to reach you, such as via e-mail (if you have an account where we have your contact information) or another manner through the Service.

How to Contact Us

Please direct any questions or comments about this Policy or privacy practices to dataprivacy@quinyx.com. You may also write to us via postal mail at:

Quinyx AB (556704-4580)
Vattugatan 17
111 52 Stockholm, Sweden