

Privacy Policy

ISIA Jobs platform

Version effective from 1.9.2021

1. Data Controller

- 1.1. This Privacy Policy applies to services provided by KINESIS CONSULTING GMBH, with its registered seat at Winkelriedstrasse 4C, 3604 Thun, Switzerland (“**KINESIS CONSULTING**”, “**We**” or “**Us**”) in connection with its *isiajobs.ski/com* platform (“**Platform**”).
- 1.2. We reserve a right to change and update this Privacy Policy. Such amendment shall come into effect on the date of its publication on Our website.
- 1.3. Our Platform serves as a connection network between ski instructors, ski schools and their clients or potential clients. Our services are used to create business opportunities, to connect and share information with others, and to facilitate bookings, reservations and other service of external providers.
- 1.4. We provide services to you on the basis of an individual user agreement (“**Agreement**”).
- 1.5. By clicking on the box indicated at this Privacy Policy, you confirm that you have read this Privacy Policy and that you agree with processing of your Personal Data according to this Privacy Policy.

2. Your Personal Data

- 2.1. In connection with the conclusion and performance of your rights and duties arising out of the User Agreement, you will provide Us with (or you will upload into the Platform) various personal data (“**Personal Data**”), in regard to which We will be in the position of a personal data controller. The provided Personal Data may include your identification data, CV, passport copy, qualifications, skills, experience, photograph, etc.
- 2.2. Based on your preferences set up in the Platform, your Personal Data may be accessed by Us, other registered users of the Platform, non-registered users of the Platform and Our contractual partners and services providers. You do not have to upload any Personal Data to the Platform. Therefore, please do not upload into the Platform any Personal Data, which you do not want to make publicly available.
- 2.3. Other users of the Platform may use automated processes to decide, whether on the basis of the information you enter into the Platform they will start negotiations and/or enter into a contract with you. We are unable to influence the decision-making of such users.

3. Personal Data of third parties

- 3.1. In case you upload to the Platform or you provide Us in any other manner with personal data of your clients or other third parties, We are not and We will not become in any case controller of such personal data, as We do not need, require or process any such data. Therefore, solely you are responsible for such personal data and for performance of the relevant obligations connected with processing of such personal data. In this regard, please note that as We may not know the origin of such data, We may treat such personal data in the same manner as your Personal Data according to this Privacy Policy.

4. Personal Data Processing

- 4.1. We may access, collect, store and structure your Personal Data entered into the Platform and make such Personal Data accessible to:
 - i. other users of the Platform and users of Our other platforms (particularly the platform skicms.com), for the purposes of networking and connecting businesses – however, please note that We are not responsible for these users and We cannot prevent any further publication of Personal Data or other Personal Data processing by the users;
 - ii. Our service providers and partners in order to honour your requests and specific needs in connection with the User Agreement (such as payments, users of our platforms in case of connection request, technical support provider in case of updates or technical issues, International Ski Instructors Association in case of verification of your qualifications, etc.) and in order to perform Our legitimate interests, should such interests arise;
 - iii. Our providers of technical solutions with regard to the storage of the Personal Data. In this regard, please note that the specific technical solution for storage of your Personal Data may be provided to providers based in third countries. In such case, we always safeguard your Personal Data by relevant agreements including the Standard contractual clauses for data transfers between EU and non-EU countries; copy of such documents may be provided at our email address.
- 4.2. All the processing of your Personal Data will be performed only on the basis of a valid legal basis, particularly (i) the necessity for the performance of the User Agreement and your relevant requests, (ii) your consent with data processing according to this Privacy Policy, and/or (iii) the necessity to process the Personal Data due to Our legitimate interests.
- 4.3. Our legitimate interests may include in particular: protection from security threats, investigation of fraud, compliance with legal regulation, defence of legal claims, corporate transactions requirements and improvement and update of the user experience, relevant IT solutions and security. We may also use your Personal Data (e.g. wage information, information on working time, etc.) for statistical purposes, in order to improve Our services provided to you and other users of the Platform. In such case, you will not be identifiable from the data processed for statistical purposes. You have a right to object to processing of your Personal Data on the basis of legitimate purposes or for statistical purposes.
- 4.4. Further to the above, We may use your identification information and contact details to exercise any of our rights and duties arising out of the Agreement. In case it is necessary for performance of the Agreement and/or your specific requests, We may use your contact details and other Personal Data to verify your identity and/or to send you notifications directly related to the Agreement or its performance (e.g. notifications on changes of invoicing, changes of password, bookings, system changes, identity verification, etc.).
- 4.5. You are entitled to withdraw your consent with this Privacy Policy. Such withdrawal does not affect the duration of the User Agreement. In case you withdraw your consent granted with this Privacy Policy, We will stop any Personal Data processing based on your consent. However, such withdrawal does not affect the Personal Data processing performed on the basis of another legal grounds.
- 4.6. You may further change Your setting in the Platform to select the categories of persons, who can access Your data entered into the Platform.
- 4.7. Your Personal Data will be stored and accessible on the Platform, as long as We provide you with the Services, unless you delete the Personal Data. Upon the termination of the Agreement and your user account on the Platform, your Personal Data will be automatically deleted, unless we opt

to keep your Personal Data to pursue our legitimate interest, in particular the right to defend against eventual claims of you or any third parties.

5. Other rights of the Data Subject

- 5.1. In case you do not want your Personal Data to be processed anymore, you want to limit such processing, or you want to change or correct your Personal Data, you have the following rights:
- Right to erasure: You can ask Us to erase or delete all or some of your Personal Data (e.g., if it is no longer necessary to provide Our services to you). You can also ask us to close your account created on the Platform; performance of such right does not however affect the duration of the User agreement;
 - Right to rectify / change the Personal Data: You can change, add, or correct your Personal Data through your account in the Platform. You can also ask us to change, update or correct your Personal Data, particularly if such Personal Data are inaccurate or wrong;
 - Right to Limit or Restrict, the use of your Personal Data: You can request Us to stop using all or some of your Personal Data (e.g. if we have no legal right to keep using it) or to limit Our use of it (e.g. if your Personal Data is inaccurate or unlawfully kept);
 - Right to Access and/or Export Your Data: You can request Us to provide you with a copy of your Personal Data provided to Us and you can ask for a copy of your Personal Data provided to Us in a machine readable form.
- 5.2. In the case you believe that We process your Personal Data in violation of the relevant laws and regulations, you have a right to lodge a complaint with the relevant supervisory authority.

6. Contact information

- 6.1. You can file any of the requests, perform any of your rights mentioned in this Privacy Policy towards KINESIS CONSULTING, or request further information on the following email address: support@isiajobs.ski.