

Privacy Policy

We are committed to protecting Your privacy. This Privacy Policy describes how We collect, use, store, share and protect the information collected through <http://www.globalpartners.network> (the “**Website**”).

In this Privacy Policy, “We”, “Us”, and “Our” refer to Global Partners Network. For more information about Us, see “Our Details” at the end of this Policy.

This Privacy Policy is incorporated into and subject to Our **Terms and Conditions for Using Website**. Capitalized words used but not defined in this Privacy Policy have the meaning given to them in the Terms and Conditions.

Please be advised that the practices described in this Privacy Policy apply only to information gathered online through the Website. This Privacy Policy applies where We are acting as a data controller with respect to the Personal Data of visitors, users, clients and partners (“You,” or “Your”); in other words, where We determine the purposes and means of the processing of that Personal Data.

PLEASE READ THIS PRIVACY POLICY CAREFULLY because it affects Your rights under the law. You confirm that You have read and agreed to be bound by this Privacy Policy. If You do not agree with this Privacy Policy, You cannot use, access, create or publish in the Website. This Privacy Policy may change as We continuously improve the Website, so please check it periodically.

We reserve the right to modify or amend the Privacy Policy from time to time without notice. Your continued use of the Website following the posting of changes to these terms will mean You accept those changes. If We intend to apply the modifications or amendments to this Privacy Policy retroactively or to Personal Data already in Our possession, We will provide You with notice of the modifications or amendments in News page of the Website.

Our Website incorporates privacy controls which affect how We will process Your Personal Data. You can specify whether You would like to receive direct marketing communications and limit the publication of Your information by sending Your decision to info@globalpartners.network.

1. Your Data

Global Partners Network strives to provide You with the best possible service. In order to provide this service, we may need to collect information from You from time to time. At all times, we try to collect only the minimum information we need for the particular function or activity we are carrying out and use it in accordance with this privacy policy.

We collect two basic types of information from You from Your use of the Website: Personal Data and Non-Personal Data.

2. Personal Data

“**Personal Data**” means any information relating to an identified or identifiable natural person; an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, a location data, an online identifier, personal skills or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

As a general matter, You can browse the Website without submitting Your Personal Data to Us. However, there is a limited accessible information without registration.

2.1. Data We Collect

We collect the following Personal Data from You:

- Full name;
- Contact information such as e-mail address, phone/mobile number, residential address, social media, etc.;
- Financial information such as PayPal account, bank account, etc. for payments to You;
- Identification information such as copy of passport, driver's license, etc.;
- Personal skills such as languages, etc.;
- Tax file number of Your company;
- Documental proofs of Your skill such as license, diploma, etc.;
- Your digital photograph;
- Other information submitted to Us through Partner or Assignment registration

2.2. How We Collect Data

The following are the most common ways in which You give Your Personal Data:

- Registration for an account on the Website;
- Registration as a Partner;
- Registration of Assignment;
- Using Contacting Us page;
- While assigning or performing the Assignment

3. Use of Personal Data

We do NOT sell or license Your Personal Data to any third party.

We may process any of Your Personal Data identified in this Privacy Policy where necessary for the establishment, exercise or defense of legal claims, whether in court proceedings or in an administrative or out-of-court procedure. The legal basis for this processing is Our legitimate interests, namely the protection and assertion of Our legal rights, Your legal rights and the legal rights of others.

In addition to the specific purposes for which We may process Your Personal Data set out in this clause, We may also process any of Your Personal Data where such processing is necessary for compliance with a legal obligation to which We are subject, or in order to protect Your vital interests or the vital interests of another natural person.

Specifically, We use Your Personal Data for the following:

- responding to Your queries and requests;
- investigating complaints;
- enforcing Our Terms and Conditions;
- as otherwise required or authorized by law or government agency.
- providing Goods and Services to You;
- improving and developing Our Website;
- verifying Your identity;

- processing Your requests or instructions;
- customizing Services;
- rewards, competitions, marketing or other promotional materials;
- recognizing You when You return to Our website;
- creating personalized offers;

4. Sharing Of Personal Data

We may share Your Personal Data with the following:

Our affiliate companies. We may disclose Your **Personal Data** to any member of Our affiliate companies, which means Our subsidiaries, Our ultimate holding company and all its subsidiaries insofar as reasonably necessary for the purposes, and on the legal bases, set out in this Privacy Policy.

Third-Party Suppliers. We may disclose Your **Enquiry Data** to one or more of those selected third-party suppliers of Goods and Services identified on Our Website for the purpose of enabling them to contact You so that they can offer, market and sell relevant Goods and/or Services to You. Each such third party will act as a data controller in relation to the Enquiry Data that We supply to it; and upon contacting You, each such third party will supply to You a copy of its own privacy policy, which will govern that third party's use of Your Personal Data. The suppliers and providers with whom We may share Your information include:

- Partner and Client only necessary for performing the Assignment requested by Client;
- Analytics services;
- IT service providers and web hosting companies;
- Training service providers;
- Newsletter distributors;
- Billing or data storage services;
- Complaints and reviews boards

Other Purposes. In addition to the specific disclosures of Personal Data set out in this Section, We may disclose Your **Personal Data** where such disclosure is necessary for compliance with a legal obligation to which We are subject, or in order to protect Our vital interests, Your vital interests, or the vital interests of another natural person. We may also disclose Your Personal Data where such disclosure is necessary for the establishment, exercise or defense of legal claims, whether in court proceedings or in an administrative or out-of-court procedure.

5. Retaining and Deleting Personal Data

Personal Data that We process for any purpose shall not be kept for longer than is necessary for that purpose or those purposes.

We will retain Your Personal Data for a maximum period of 12 months.

Notwithstanding the other provisions of this Section, We may retain Your Personal Data where such retention is necessary for compliance with a legal obligation to which We are subject, or in order to protect Your vital interests or the vital interests of another natural person.

6. Data Security

We follow generally accepted industry standards to protect the information submitted to Us, both during

transmission and once We receive it. We maintain appropriate administrative, technical and physical safeguards to protect Personal Data against accidental or unlawful destruction, accidental loss, unauthorized alteration, unauthorized disclosure or access, misuse, and any other unlawful form of processing of the Personal Data in Our possession. This includes, for example, firewalls, password protection and other access and authentication controls.

However, no method of transmission over the Internet, or method of electronic storage, is 100% secure. We cannot ensure or warrant the security of any information You transmit to Us or store on the Website, and You do so at Your own risk. We also cannot guarantee that such information may not be accessed, disclosed, altered, or destroyed by breach of any of Our physical, technical, or managerial safeguards. If You believe Your Personal Data has been compromised, please contact Us at info@globalpartners.network.

If We learn of a security systems breach, then We attempt to notify You electronically so that You can take appropriate protective steps. We may post a notice through the Website if a security breach occurs.

7. Non-Personal Data

Non-Personal Data includes information that does not personally identify You, but may include tracking and usage information about Your location, demographics, use of the Website and the internet.

When You interact with the Website, We may collect Non-Personal Data and Our servers may automatically keep an activity log of Your use of the Website.

Generally, We collect and store the following Non-Personal Data:

- Demographic information such as gender and zip code (post code) as part of collecting Personal Data;
- Usage information about Your use of the Website. This information includes a reading history of the pages You view.
- Additional “traffic information” such as time of access, date of access, software crash reports, application errors, session identification number, access times, and referring site addresses.
- Other information regarding Your use of the Website.

8. Use of Non-Personal Data

We may disclose or share Non-Personal Data (or other information, other than Personal Data) in any other manner that We deem appropriate or necessary.

Among other things, We may disclose Non-Personal Data to third parties to help Us determine how users use parts of the Website and who Our users are so We can improve the Website.

We may also disclose Non-Personal Data to our Partners and other third parties about how Our users collectively use the Website.

9. Personal & Non-Personal Data From Other Sources

We may also collect and store information about You that We receive from other sources to, among other things, enable Us to update and correct the information contained in Our database and to better customize Your experience on the Website.

10. Account Data

We may process Your Account Data ("**Account Data**"). The Account Data may include Your name and email address. The source of the Account Data is You. The Account Data may be processed for the purposes of operating Our Website, providing Our Services, ensuring the security of Our Website and Services, maintaining back-ups of Our databases and communicating with You. The legal basis for this

processing is consent.

11. User Content Data

We may process information that You post for publication on Our Website or through Our Services ("**User Content Data**"). The User Content Data may be processed for the purposes of enabling such publication and administering Our Website and Services. The legal basis for this processing is consent.

12. Enquiry Data

We may process information contained in any enquiry You submit to Us regarding Our Goods and/or Services ("**Enquiry Data**"). The Enquiry Data may be processed for the purposes of offering, marketing and selling relevant Goods and/or Services to You. The legal basis for this processing is consent.

13. Notifications Data

We may process information that You provide to Us for the purpose of subscribing to Our email notifications and/or newsletters ("**Notification Data**"). The Notification Data may be processed for the purposes of sending You the relevant notifications and/or newsletters. The legal basis for this processing is consent.

14. Correspondence Data

We may process information contained in or relating to any communication that You send to Us ("**Correspondence Data**"). The Correspondence Data may include the communication content and metadata associated with the communication. Our Website will generate the metadata associated with communications made using the Website contact forms. The Correspondence Data may be processed for the purposes of communicating with You and record-keeping. The legal basis for this processing is Our legitimate interests, namely the proper administration of Our Website and business and communications with users.

15. Your Data Privacy Rights

If You are a citizen of the EU, We have summarized the rights that You have under the General Data Protection Regulation (GDPR) in this Section. Some of the rights are complex, and not all of the details have been included in Our summaries. Accordingly, You should read the relevant laws and guidance from the regulatory authorities for a full explanation of these rights.

Right to Access. You have the right to confirmation as to whether or not We process Your Personal Data and, where We do, access to the Personal Data, together with certain additional information. That additional information includes details of the purposes of the processing, the categories of Personal Data concerned and the recipients of the Personal Data. Providing the rights and freedoms of others are not affected, We will supply to You a copy of Your Personal Data. The first copy will be provided free of charge, but additional copies may be subject to a reasonable fee. You can ask Us for Your Personal Data by sending e-mail to info@globalpartners.network.

Right to Rectification. You have the right to have any inaccurate Personal Data about You rectified and, taking into account the purposes of the processing, to have any incomplete Personal Data about You completed.

Right to Erasure. In some circumstances, You have the right to the erasure of Your Personal Data without undue delay. Those circumstances include: the Personal Data are no longer necessary in relation to the purposes for which they were collected or otherwise processed; You withdraw consent to consent-based processing; You object to the processing under certain rules of applicable data protection law; the processing is for direct marketing purposes; and the Personal Data have been unlawfully processed.

However, there are exclusions of the right to erasure. The general exclusions include where processing is necessary: for exercising the right of freedom of expression and information; for compliance with a

legal obligation; or for the establishment, exercise or defense of legal claims.

Right to Restrict Processing. In some circumstances, You have the right to restrict the processing of Your Personal Data. Those circumstances are: You contest the accuracy of the Personal Data; processing is unlawful but You oppose erasure; We no longer need the Personal Data for the purposes of Our processing, but You require Personal Data for the establishment, exercise or defense of legal claims; and You have objected to processing, pending the verification of that objection. Where processing has been restricted on this basis, We may continue to store Your Personal Data. However, We will only otherwise process it: with Your consent; for the establishment, exercise or defense of legal claims; for the protection of the rights of another natural or legal person; or for reasons of important public interest.

Right to Object to Processing. You have the right to object to Our processing of Your Personal Data on grounds relating to Your particular situation, but only to the extent that the legal basis for the processing is that the processing is necessary for: the performance of a task carried out in the public interest or in the exercise of any official authority vested in Us; or the purposes of the legitimate interests pursued by Us or by a third party. If You make such an objection, We will cease to process the Personal Data unless We can demonstrate compelling legitimate grounds for the processing which override Your interests, rights and freedoms, or the processing is for the establishment, exercise or defense of legal claims.

You have the right to object to Our processing of Your Personal Data for direct marketing purposes (including profiling for direct marketing purposes). If You make such an objection, We will cease to process Your Personal Data for this purpose.

You have the right to object to Our processing of Your Personal Data for scientific or historical research purposes or statistical purposes on grounds relating to Your particular situation, unless the processing is necessary for the performance of a task carried out for reasons of public interest.

Right to Data Portability. To the extent that the legal basis for Our processing of Your Personal Data is consent, or that the processing is necessary for the performance of a contract to which You are party or in order to take steps at Your request prior to entering into a contract, and such processing is carried out by automated means, You have the right to receive Your Personal Data from Us in a structured, commonly used and machine-readable format. However, this right does not apply where it would adversely affect the rights and freedoms of others.

Right to Complain to a Supervisory Authority. If You consider that Our processing of Your Personal Data infringes data protection laws, You have a legal right to lodge a complaint with a supervisory authority responsible for data protection. You may do so in the EU member state of Your habitual residence, Your place of work or the place of the alleged infringement.

Right to Withdraw Consent. To the extent that the legal basis for Our processing of Your Personal Data is consent, You have the right to withdraw that consent at any time. Withdrawal will not affect the lawfulness of processing before the withdrawal.

You may exercise any of Your rights in relation to Your Personal Data through written notice to Us. See Our Contact Details at the end of this Policy.

16. Data Protection

If You are located in the European Economic Area, Your Personal Data will be processed by Global Partners Network. As part of providing the Website, this Personal Data may be transferred to other geographical regions for the purpose of business of Website. Such transfers will be completed in compliance with relevant Data Protection Legislation.

When Global Partners Network processes Personal Data in the course of providing the Website, Global Partners Network will:

- process the Personal Data as a Data Processor, only for the purpose of providing the Website in accordance with documented instructions from You (provided that such instructions are commensurate with the functionalities of the Website), and as may subsequently be agreed to by You. If Global Partners Network is required by law to Process the Personal Data for any other purpose, Global Partners Network will provide You with prior notice of this requirement, unless Global Partners Network is prohibited by law from providing such notice;
- notify You if, in Global Partners Network's opinion, Your instruction for the processing of Personal Data infringes applicable Data Protection Legislation;
- notify You promptly, to the extent permitted by law, upon receiving an inquiry or complaint from You or a Supervisory Authority relating to Global Partners Network's Processing of the Personal Data;
- implement and maintain appropriate technical and organizational measures to protect the Personal Data against unauthorized or unlawful processing and against accidental loss, destruction, damage, theft, alteration or disclosure. These measures shall be appropriate to the harm which might result from any unauthorized or unlawful processing, accidental loss, destruction, damage or theft of Personal Data and appropriate to the nature of the Personal Data which is to be protected;
- provide You, upon request, with up-to-date attestations, reports or extracts thereof where available from a source charged with auditing Global Partners Network's data protection practices (e.g. external auditors, internal audit, data protection auditors), or suitable certifications, to enable You to assess compliance with the terms of this Privacy Policy;
- notify You promptly upon becoming aware of and confirming any accidental, unauthorized, or unlawful processing of, disclosure of, or access to the Personal Data;
- ensure that its personnel who access the Personal Data are subject to confidentiality obligations that restrict their ability to disclose the Personal Data; and
- upon termination of the Terms, Global Partners Network will promptly initiate its purge process to delete or anonymize the Personal Data. If You request a copy of such Personal Data within 60 days of termination, Global Partners Network will provide You with a copy of such Personal Data.

17. International Transfer Of The Personal Data of EU Citizens

We may provide information about the circumstances in which Personal Data of citizens of the European Union may be transferred to countries outside the European Economic Area (EEA).

We have office and facility in the Netherlands, while working Partners and Clients are located in other countries. The European Commission has made an "adequacy decision" with respect to the data protection laws of the Netherlands. Transfers from the Netherlands to other countries will be protected by appropriate safeguards, namely the use of standard data protection clauses adopted or approved by the European Commission. A copy of the use of standard protection clauses adopted or approved by the European Commission can be obtained through: ec.europa.eu

The hosting facilities for Our Website are situated in the Netherlands. The European Commission has made an "adequacy decision" with respect to the data protection laws of the Netherlands and other countries. Such transfers will be protected by appropriate safeguards, namely the use of standard data protection clauses adopted or approved by the European Commission. A copy of the use of standard protection clauses adopted or approved by the European Commission can be obtained through: ec.europa.eu

You acknowledge that Personal Data that You submit for publication through Our Website or Services may be available, via the internet, around the world. We cannot prevent the use (or misuse) of such

Personal Data by others.

The legal basis for this processing is Our legitimate interests, namely the proper administration of Our Website and business and communications with users.

18. Your Choices

In general, if You register on the Website, You may update the information You have provided to Us.

When You register on the Website, You may be able to indicate Your preferences regarding marketing communications. You may be able to change those preferences and select the categories of communications that interest You.

You will not be able to opt-out of receiving certain service-related or transactional communications relating to the Website unless You cancel Your registration or subscription any time.

Even after Your account is deregistered from Website by any reason, We may retain Your information for the purposes set forth in this Privacy Policy.

19. Your Right to Access

We provide You with reasonable access to the Personal Data that You may provide through the Website.

20. Your Right to Withdraw Consent

At any time, You may legitimately object to the processing of Your Personal Data, except if otherwise provided by applicable law. You may decline to share certain Personal Data with Us, in which case We may not be able to provide to You some of the features and functionality of the Website.

21. Your Right to Update, Correct or Delete

You may update, correct, or delete Your Account Data and preferences at any time by contacting Us. If You wish to access or amend any other Personal Data We hold about You, or to request that We delete any information about You that We have obtained from an Integrated Service, You may contact Us at info@globalpartners.network. Please note that while any changes You make will be reflected in active user databases instantly or within a reasonable period of time, We may retain all information You submit for backups, archiving, prevention of fraud and abuse, analytics, satisfaction of legal obligations, or where We otherwise reasonably believe that We have a legitimate reason to do so.

We will however retain Your information needed for administrative and transactional communications.

22. California Privacy Rights

If You are a California resident, California Civil Code Section 1798.83 permits You to request and obtain from Us, information regarding the disclosure of Your Personal Data to the third parties for direct marketing purposes in the preceding calendar year, free of charge, once a year.

We do not share Your Personal Data with third parties for those parties' direct marketing use. For more information about Our privacy and data collection policies, You may wish to review Our Privacy Policy.

California residents, who are under 18 and are registered users of Website, are allowed to request Us to remove any content or information that they have posted publicly. However, in cases where the law does not require or allow the removal of information, this may not be applicable. This is under California Business and Professions Code Section 22581.

23. No Personal Data From Children

We do not knowingly collect Personal Data from children under 13 years of age in the USA or 16 years of age in the European Union. The Website is not directed to children under the age of 13 in the USA or 16 in the European Union. We will not knowingly allow children under 13 in the USA or 16 in the European Union to register for or become users of the Website.

If You are under 13 in the USA or 16 in the European Union years of age, You should not provide Personal Data to Us.

If We discover that a child under the age of 13 in the USA or 16 in the European Union has provided Us with Personal Data and We do not have parental consent, We will immediately delete that child's information.

24. Cookie Policy

A cookie is a file containing an identifier (a string of letters and numbers) that is sent by a web server to a web browser and is stored by the browser. The identifier is then sent back to the server each time the browser requests a page from the server.

Cookies may be either "persistent" cookies or "session" cookies: a persistent cookie will be stored by a web browser and will remain valid until its set expiry date, unless deleted by the user before the expiry date; a session cookie, on the other hand, will expire at the end of the user session, when the web browser is closed.

Cookies do not typically contain any information that personally identifies a user, but Personal Data that We store about You may be linked to the information stored in and obtained from cookies.

24.1. Cookie We Use

Session Cookies

These are temporary cookies that contain no expiration date and are deleted after the user's browser is closed. You will be required to log in again at the next session, where You will be treated as a new user

Session cookies examples: Shopping cart, remembering previous actions, managing and passing security tokens, multimedia content player session cookies, load balancing session cookies and third party social content plug in sharing cookies

Persistent Cookies

These are cookies which are saved in Your browser until they are deleted by You or by Your browser after they reach their expiration date.

Persistent cookies examples: Authentication, language selection, theme selection, favorites, internal site bookmarks, menu preferences, address and payment information.

Functionality Cookies

Functionality cookies allow us to remember choices that have been made by You in order to create an experience that's made to fit. These cookies safely store authentication and identification information, for example Your language selection or region.

Performance Cookies

Performance cookies allow us to collect information, such as the most used pages or error messages, in order to understand how You use our website and enable us to create a better user experience. All information collected by performance cookies in anonymous.

24.2. Purpose Of Using Cookies

Authentication - We use cookies to identify You when You visit Our Website and as You navigate Our Website;

Status - We use cookies to help Us determine if You are logged into Our Website;

Personalization - We use cookies to store information about Your preferences and to personalize the

Website for You;

Security - We use cookies as an element of the security measures used to protect user accounts, including preventing fraudulent use of login credentials, and to protect Our Website and Services generally;

Analysis - We use cookies to help Us to analyze the use and performance of Our Website and Services;

Cookie Consent - We use cookies to store Your preferences in relation to the use of cookies more generally.

24.3. Cookies Used by Our Service Providers

Our service providers use cookies and those cookies may be stored on Your computer when You visit Our Website.

Google Analytics. We use Google Analytics to analyze the use of Our Website. Google Analytics gathers information about Website use by means of cookies. The information gathered relating to Our Website is used to create reports about the use of Our Website. Google's privacy policy is available at: <https://www.google.com/policies/privacy/>.

24.4. Managing Cookies

You can disable cookie tracking and learn more about the privacy policies of the third parties We use by visiting the following links:

Third Party	Opt Out Page	Privacy Policy
Google Analytics	Opt Out	Privacy Policy

25. Links To Or From Another Website

The Website may contain links to other sites operated by Our affiliates or third parties. Please be advised that the practices described in this Privacy Policy do not apply to information gathered through these other sites. We are not responsible for the actions and privacy policies of third parties and other sites.

26. Changes And Updates

Please revisit this page periodically to stay aware of any changes to this Privacy Policy, which We may update from time to time. If We modify the Privacy Policy, We will make it available through the Website, and indicate the date of the latest revision. Any material changes will be posted on this Website and will come into effect 30 Days after their posting.

In the event that the modifications materially alter Your rights or obligations hereunder, We will make reasonable efforts to notify You of the change. For example, We may send a message to Your email address, if We have one on file, or generate a pop-up or similar notification when You access the Website for the first time after such material changes are made. If You do not refuse the changes in writing before they become effective, this shall mean that You have consented to the Privacy Policy as changed. Your continued use of the Website after the revised Privacy Policy has become effective indicates that You have read, understood and agreed to the current version of the Privacy Policy.

27. Assignment

We may change Our ownership or corporate organization while providing the Website and Services. We may also sell certain assets associated with the Website. As a result, please be aware that in such event, We may transfer some or all of Your information to a company acquiring all or part of Our assets or to another company with which We have merged. Under such circumstances We would, to the extent possible, require the acquiring party to follow the practices described in this Privacy Policy, as it may be amended from time to time. Nevertheless, We cannot promise that an acquiring company or the



Global Partners Network

merged company will have the same privacy practices or treat Your information the same as described in this Privacy Policy.

28. Our Details

If You have questions or concerns regarding this policy or if You need to make a request please contact Us at info@globalpartners.network.

29. Copyright Information

COPYRIGHT 2022 Global Partners Network ALL RIGHTS RESERVED.



Global Partners Network