

FITBEES Privacy Statement

FITBEES values your trust and will handle your information with the utmost care. FITBEES respects the privacy of its customers and the users of its website and services and will ensure that the personal information you provide is treated confidentially and securely.

FITBEES will comply with all privacy legislation, in particular the General Data Protection Regulation, as came into force from 25 May 2018.

In this statement we want to inform you about the data that FITBEES collects when you participate in our health programme, when you request information via our website, or when you use our services in any other way.

1. Data collected and purpose

a. When you visit our website

You can visit our website anonymously. We will not store any personal information related to your visit.

However, the FITBEES website may automatically collect certain non-identifiable information about users visiting its website, including the Internet Protocol (IP) address of the visitor's computer, the date and time of access to the website, the internet address of the website referring to the FITBEES website, the IP address of the visitor's internet service provider, the visitor's operating system, and the sections, information and pages the visitor visits and/or views, without identifying you as a person.

This technical information is used to manage our website and to optimize the website and services of FITBEES. In addition, this information may be used for historical, statistical or scientific purposes. The collected technical information may be disclosed to third parties and may be stored permanently for future use.

b. When you request information on our website

When you request information on the FITBEES website, we will collect the information you provide, such as your surname, first name, company name, telephone number, email address and position, in order to provide you with the correct information. We will only use your email address to handle your request. We will then remove your email address from our database.

c. When you participate in our health programme

When you participate in our health programme, the following information will be collected about you:

- During kick-off sessions: email address of the participating employee
- During health checks: name, email address, weight, body composition (fat/muscle), basal metabolism, BMI, data on smoking behaviour, language, personal health goals (e.g. losing weight, getting fit, quitting smoking, reducing stress, etc.) and fitness level, as measured during a cycle fitness test.
- Before the start of the Fitbees Game: name, email address, team name and smoking behaviour

This information will be collected for the purpose of performing the agreement between FITBEES and the customer, to verify the accuracy and completeness of the information provided, to allow the

participants to participate in the program or the Fitbees Game, to assess participants' suitability to participate, to promote and stimulate the personal development of participants and to inform you about your health and progress.

Email addresses will also be used to inform and/or warn participants about the improper use and/or abuse of the products and services or the FITBEES website by the participant or third parties.

By completing the participation form, the employee consents to the use of the personal information they provide for the aforementioned purposes. Furthermore, in the case of sensitive personal information such as weight and general fitness, FITBEES will request the explicit consent of each participant in its health programme for processing their personal information. Participation in the programme is not possible without this consent. FITBEES will store the consent of customers and participants electronically.

d. When you log in to the private section of FITBEES

You have to create an account to access the private area of the FITBEES Website (login). To create an account, you have to provide the following personal information:

- Surname
- First name
- Email address
- Gender
- Language
- Smoker or non-smoker

We will use this information to assign and manage accounts and to combat or monitor abuse and/or improper use of the products and services that can be accessed through your account.

We will use the information you provide for further development and improvement of our products, services and website, and, if you do not object to this, to inform you about the development of FITBEES and/or to send you relevant information and offers related to FITBEES.

You can access information about the participants of specific health programmes via the login section, insofar as the participant has given their explicit consent and insofar as this consent has not been withdrawn. If the participant has not consented to the disclosure of certain information to the customer, this will not be mentioned in the private area of the website, but will only be visible to the employees of FITBEES.

e. Use of cookies

FITBEES uses cookies, which are small files containing configuration data. They help to determine individual user settings and to provide specific features for the users. FITBEES does not use cookies to store personal information. The website offers functionality without cookies, but some settings will not be available.

f. Data relating to minors

FITBEES will never ask for personal information of children under 18 years old, nor collect or disclose such data to third parties.

FITBEES also requests that the consent of the parents or guardians is acquired before submitting the personal information of children under 18 years.

2. Data storage

The information received by FITBEES will be stored on the computers of the FITBEES employees, on paper and in FITBEES' Dropbox account.

FITBEES will change the password of its Dropbox account regularly to prevent leaks. FITBEES will also ensure that Dropbox is fully compliant with the new Data Protection Regulation, which has been in force since May 2018.

The information will be stored by FITBEES for as long as necessary for the legitimate purposes for which the personal information is processed or insofar as reasonably necessary to comply with legal obligations.

In any event, FITBEES will delete or anonymize the information 10 years after the end of a health programme, unless the participant or customer has previously requested in writing, in accordance with article 5 below, that FITBEES delete his/her information.

3. Use of email addresses for newsletters

FITBEES will only use the email addresses for the purpose of sending newsletters for its own advertising purposes if you have given your express consent.

You may also withdraw your consent at any time by sending an email to FITBEES (email address) or by any other written means of communication. Your email address will then be removed from the distribution list.

4. Transfer of personal information of customers or participants

Under no circumstances will FITBEES disclose information about customers or participants to third parties or provide third parties with access to your data without your explicit consent, unless this is necessary to comply with legal obligations.

Your information will only be accessible for FITBEES employees, as well as for the contact person at the customer who will monitor the results of the health programme via the log-in system. If a participant does not agree to this, they will not be able to participate in the FITBEES game. In any event, FITBEES will inform all participants in advance and request their consent to make information visible to the customer, which can then be used to make a decision as to whether the person concerned will be allowed to participate in the relevant programme.

FITBEES sometimes works with IT suppliers who provide important software or hardware for FITBEES and its products, services and/or website. FITBEES will also ensure that these IT suppliers strictly comply with the privacy legislation and that they handle any information they may have in the context of their assignment confidentially. It goes without saying that these IT suppliers may only use this information in the context of their specific assignment, and may not use the information for their own purposes or disclose it to others. FITBEES will ensure data transfers are kept to a minimum.

5. Right of access, rectification and erasure

Anyone can verify their information at any time and have it modified if required. Anyone can also ask FITBEES at any time to fully erase the information stored about them.

Requests for access, rectification or erasure of personal information must always be accompanied by a valid legal identification document and can be addressed to FITBEES in the following ways:

- by email: info@fitbees.be
- by letter: BENOUBVBA, attn Ann Tanghe, Beringstraat 58, 3190 Boortmeerbeek

FITBEES will respond to these requests in writing, free of charge within a period of 30 days. Manifestly unfounded and excessive requests (e.g. multiple requests in a period of less than ... months) may be billed or rejected. FITBEES will also state the reason for this in writing.

In the login area, each customer may view their own personal information or that of its participating employees and, if necessary, modify it in their account.

Any customer or participant in a health programme can obtain the information FITBEES has collected about them in an electronic format upon request.

6. Security and liability of third parties

FITBEES will make every effort to take the necessary measures to protect the personal information of data subjects against unlawful processing and/or loss. The employees of FITBEES who have access to personal information are bound by a confidentiality clause and FITBEES will change its passwords regularly.

Despite these measures, it may happen that third parties manage to use the personal information provided for improper purposes. FITBEES cannot be held liable for this, insofar as it has taken all necessary measures that can be expected to prevent such data breaches.

In the event of a serious data breach, FITBEES will also notify the relevant customer or participant as required by the relevant legislation.

This Privacy Statement does not apply to websites of third parties that are connected to the FITBEES website through links. FITBEES does not accept any responsibility or liability with regard to the way in which these third parties handle personal information. FITBEES therefore advises you to always read the privacy policy of these websites or other suppliers.

8. Changes to the Privacy Statement and applicable law

This Privacy Statement may be changed from time to time. The latest version of the Privacy Statement is always available on the FITBEES website. FITBEES therefore recommends that you review this Privacy Statement regularly, and particularly before providing any personal information to FITBEES.

If any provision of this Privacy Statement should be invalid or contrary to the law, whether in part or in full, it shall be deemed to be a separate provision that is not applicable. The other provisions of this Privacy Statement will remain in full force and effect. In such cases, FITBEES will replace the provision with a similar provision which is not invalid or contrary to the law, whether in part or in full.

This Privacy Statement is governed by Belgian law. The Court of Leuven shall have full jurisdiction to hear and rule on any disputes.

9. Questions or complaints

Please address any questions or complaints you may have regarding this Privacy Statement to:

Benou BVBA
Ann Tanghe
Beringstraat 58
3190 Boortmeerbeek
ann@fitbees.be
0474/85.10.60

FITBEES undertakes to answer all questions or complaints in writing within 30 days.