

1-Theme of this Charter

This Personal Data Protection Charter by COLORADO has been established to inform you about COLORADO's procedure on personal data collecting and processing.

2-COLORADO's Confidentiality Commitment Towards its Stakeholders (Staff, Clients, Suppliers, Shareholders, Visitors...)

COLORADO processes your personal data in accordance with Law No. 09/08 relating to the protection of individuals with regard to the processing of personal data. This Privacy Policy applies to personal data as defined by this Law and any other type of information you provide to COLORADO.

If you are a company, information about your company does not constitute personal data.

COLORADO is committed to the strict compliance of the legislation in force to protect your privacy. Therefore, Colorado has made the declarations and authorizations relating to the collection and processing of your personal data with the CNDP National Commission for the Protection of Personal Data under the numbers:

- Authorization No. A-329/2014 – Human resources management
- Authorization No. A-358/2014 – Management trainings and seminars for painters
- Authorization No. A-348/2014 – Customer Management
- Declaration No. D-265/2014 – Supplier Management
- Declaration No. D-247/2014 – Management of Contacts and Newsletters of Colorado websites
- Declaration No. D-266/2014 – Access management to COLORADO websites
- Declaration No. D-182/2014 – CCTV
- Authorization No. ACA340/2016 – Access management to the Data Center
- Authorization No. DC-285Bis/2017 – Creation of an institutional film
- Receipt of prior declaration No. DGR169/2015 Geolocation.

3-Nature of Collected Data

The term "Personal Data" means all personal information about you as a natural person that you voluntarily provide to us and that vary according to your relationship with COLORADO.

Below, some of the personal data that we collect and process:

- Name & Surname
- Date of birth
- Cell phone number
- Email address
- Personal and professional address
- National ID number, social security ID,...
- Company details

- Bank details or any information needed to process payments on your behalf or in your name
- Professional data such as your professions, training, experiences...
- Others credentials

4-Your Consent on the Use of Your Personal Data

COLORADO only uses your personal data with your consent. You may revoke your consent regarding the processing of your personal data.

Certain personal data are necessary to enable us to provide you with services and products or to fulfill our legal obligations, and a refusal or withdrawal of your agreement to use such personal data may result in COLORADO's inability to provide the products and services you order.

5-Means for Personal Data Collection

COLORADO collects personal data and other information about you in different ways, including:

- Upon your submitting personal data to COLORADO websites
- Upon opening an client account
- When submitting an offer from a provider
- During training sessions and seminars of painters
- Submission of applications for a position at COLORADO
- Signing of a contract of employment, an internship or a contract as a contractor
- When we communicate with you by email, phone, fax, or any other means
- The supply of your personal data to COLORADO by a commercial partner of COLORADO
- During your visits and access to our sites equipped with CCTV

6-Reasons for Collecting Your Personal Data

- Customers Management
- Suppliers Management
- Staff Administration
- Website Management
- Security and Access Control
- Direct Marketing

7-Duration Storage of Your Personal Data

COLORADO may keep your personal data as long as it is necessary for the purposes for which these data were initially collected.

In some cases, we may need to keep your personal data for a minimum period of time to comply with legal requirements. We do not store your personal data beyond the legal period.

8-Conservation and Security of your Personal Data

COLORADO implemented technological and organizational measures to protect your personal data and prevent unauthorized or illegitimate access during collection or during the time they are in our possession.

Your personal data are stored by COLORADO on secure servers located on our premises and on archived paper in closed-key cabinets.

9-Disclosure of Your Personal Data

COLORADO undertakes not to disclose your personal information to any third party whatsoever, unless required by law or legal procedure.

10-Transfer of your personal data to a foreign country

COLORADO does not transfer your personal data to foreign countries.

11-Your rights to your personal data

You have the right to access, oppose and rectify your data if the information in our possession is (becomes) incorrect and in some cases to delete your personal data.

We are authorized to keep some of your personal data to meet our legal, financial, business and auditing needs.

To exert your rights, you can get in touch with your contact person at COLORADO.

12-Modification of the Charter

This Charter is subject to change at any time. We invite you to consult it on a regular basis on our Intranet and Internet sites in order to be kept informed of any changes. All changes take effect immediately upon publication on our Intranet and Internet COLORADO websites.

Signature:
Abed CHAGAR

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