

Privacy Policy and Terms of Use

Bente Consulting ApS is committed to protecting the privacy of all individual partners and collaborators. The information provided in this document is designed to help you understand how your information is used and the choices you have for protecting it.

Personal Data

a) Personal data that is collected

We collect and store information that you (hereinafter "Consultant") choose to provide:

- When submitting your CV, you are voluntarily sharing personally identifiable information such as name, address, telephone numbers, email addresses, skype ID, Facebook ID, preferences for short or long term missions, availability, full curriculum vitae, contact history.
- Individuals working in partner organizations or with clients share personally identifiable information such as name, function, telephone numbers and email address, contact history.
- Consultants and for Individuals working in organizations, share financial details (incl. VAT) when financial transactions occur.

b) Purpose of use of the Personal data

Consultants share data with Bente Consulting ApS with the purpose of being contracted on Bente Consulting's assignments and data on consultants are solely processed with the purpose of finding consultants

employment opportunities on our contracts. Submitting your CV to Bente Consulting via personal email contact leads to the inclusion in our CV-register which will contain the information submitted by you. The data about Consultants can be made available to the organizations and companies with whom Bente Consulting collaborates, including organizations and companies based outside the European Economic Area (EEA), as part of preparing proposals. Is your profile found to be qualified and suitable as part of a consultant team, your data will be shared with external clients only on proposals in which you have agreed to participate.

Financial details are not shared, but are only used by Bente Consulting.

Bente Consulting is not responsible for the privacy policies or practices of clients and partners to which we share Consultants' CVs as part of proposals or contracting.

The data about Individuals working in organizations can be made available to the organizations and Bente Consulting can contact them for cooperation opportunities, with the sole purpose of ensuring efficient contract management and communication.

Any financial data is only stored and processed for the purpose of

- performing financial transactions between Bente Consulting and the client/consultants, or
- respecting Danish legal obligations.

Bente Consulting does not provide any Personal data to third parties except if such disclosure is necessary in order to protect legitimate interests of Bente Consulting, its clients, or if it is required or permitted by law.

c) Duration the Personal Data is kept

Bente Consulting does not keep Personal data for longer than is necessary for the purposes for which it was collected and processed.

d) Confidentiality of the Personal data

Bente Consulting handles all Personal data in accordance with the terms of this Privacy Policy and the legal obligations applicable to the processing of Personal data.

Bente Consulting has adopted adequate measures to protect all the Personal data against accidental or unlawful destruction, loss, alteration, un-authorized disclosure of, or access to, Personal data transmitted, stored or otherwise processed.

Bente Consulting optimizes the security of the Personal data by i.a. using firewalls, password protections and limiting the access to the Personal data. However, the transmission of information via the internet can never be completely secure and the provision of Personal data remains at one's own risk at all times.

If you have the impression that your Personal data is not adequately protected or if there are indications of abuse, please write at btj@benteconsulting.dk

e) User rights with regard to Personal data

Consultants, Individuals working in organizations and Clients have the right to:

- access their Personal data and to be informed about its use
- correct their Personal data
- have their Personal data deleted
- restrict the use of their Personal data
- ask for the portability of their Personal data.

To exercise any of the above-mentioned rights, please send an email to btj@benteconsulting.dk

Cookies

Bente Consulting is constantly seeking to improve the experience of interested parties. That is why, for certain sections of the website, cookies are used. The website may contain web beacons.

Liability

Bente Consulting may not be held legally responsible, either from an express or tacit obligation, towards the Consultant for any indirect or direct damages resulting from submission of personal CVs.

The registered consultant hereby undertakes to regularly update its information.

The Consultant expressly acknowledges:

- That it is solely responsible for the accuracy of the information sent to
- Bente Consulting
- That Bente Consulting is free to share your data with relevant collaborators

Limitation of liability

The Consultant hereby acknowledges that Bente Consulting does not guarantee and is not liable for the contents of curriculum vitae of Consultants and profiles in the company CV-register.

The Consultant is solely liable for the use it makes of the information provided by Bente Consulting.

Bente Consulting does not guarantee any minimum level of orders, income or results.

Contents of the Bente Consulting website

The Consultant or other persons accessing Bente Consulting's website acknowledges that the lay-out as well as any item appearing on the Bente Consulting website, in particular, but not limited to, the texts, data, projects, databases, graphics, images, designs, logos (hereinafter the "Contents"), are protected by copyright. Any reproduction, adaptation, translation, or public communication of the Contents, or any part thereof, is subject to the prior and written approval of Bente Consulting.

The Consultants or other persons accessing the website are not authorized, whether for commercial or purely complimentary means, to copy, reproduce, transmit, distribute or translate all or part of the Contents without the prior and written permission of Bente Consulting. The Consultant or other person may not use the Personal data available on the website for marketing purposes.

Bente Consulting may insert hypertext link in its pages. However, Bente Consulting is not responsible for the contents that appear on the sites of these third parties.

Applicable law

The Privacy Policy & Terms of Use of the Bente Consulting website, together with the different relations between Bente Consulting and Consultants are governed by the Danish law, independently of any other jurisdiction. The failure of Bente Consulting to exercise the rights granted herein does not mean that it waives its rights to enforce these rights. Should any dispute arise from this contractual relationship, the parties hereby undertake to seek a friendly settlement before going to court.

30 July 2018