Hackages Privacy & Cookie Policy

OUR PRIVACY POLICY (link to specific section)

1. Which information do we collect? (link to specific section)

2. How do we use this information? (link to specific section)

3. How is this information shared? (link to specific section)

4. How can I manage or delete information about me? (link to specific section)

5. How to contact Hackages with questions? (link to specific section)

OUR COOKIE POLICY (link to specific section)

General (link to specific section)

Cookies (link to specific section)

Acceptance (link to specific section)

How to contact Hackages with questions? (link to specific section)]

Privacy policy

Privacy is really important. We respect yours and it is our goal to earn your trust by being careful with your personal data. This policy gives a detailed outline of our privacy practices. It also explains how we collect and use the information you share with us when you visit, use & engage with our sites, services, mobile applications, products, and/or content.

As you review our policy, please keep in mind that it applies to all Hackages brands, products and services that do not have a separate privacy policy or that are linked to this policy. We call these the "Hackages Services" or "Services".

The data controller is HACKAGES SPRL, having its registered office at Avenue des Arts 3/4/5, 1210 Brussels, and being registered to the Crossroad-Bank of Enterprises under the company number 0661.913.845 ("Hackages").

Hackages has appointed a data protection officer who can be contacted by email for any question regarding your personal data: Mr. Josué Motte - dpo@hackages.io .
Which information do we collect?

Depending on which Services you use, we collect different types of information from or about you.

In order to improve our Services, we collect information about how you use our Services, such as the type of content you view or engage with or the frequency and duration of your activities. This includes information about which pages you access, information from or about the computers, phones, or other devices from where you access our Services (such as device or browser type, mobile operator, language, time zone, and referral information). We may associate the information we collect from your different devices, which helps us provide consistent Services across your devices.

If you sign up with an account on our Community Space, we collect information you send us such as the information you provide when you sign up, content you share on your personal profile including photos, and an email address used to register or communicate with us. In order to improve our Services, we also collect information about how you use our Services, such as the types of content you view or engage with or the frequency and duration of your activities.

When you use Hackages Services, we may collect and store your Internet Protocol address. We may use this information to fight spam and other abuse; to personalise our Services; or to generate aggregate, non-identifying information about how people use our Services.

Email from Hackages

Sometimes, if you have an account on our Community Space, we'll send administrative emails about account or service changes, or new policies. You can't opt out of them as they are necessary to the execution of our Services. You can always opt out of non-administrative emails such as digests, information on events you subscribe to or other email notifications.

You can manage which emails you receive in your profile settings, or you can unsubscribe from them directly when you receive an email.

We won't email you to ask for your password or other account information. If you receive such an email, send it to us so we can investigate.

Disclosure of your information

As a rule, we do not share your personal information outside the company. We also won't sell your personal information.

We may share your perWe may share your personal information with third parties in limited circumstances, including: (1) with your consent; (2) to a vendor or partner who meets legal requirements towards data protection and our data protection standards; or (3) when we have a good faith belief it is required by law, such as pursuant to a legal process.

If we are to share your information in response to a legal process, you will be notified in advance so you can challenge it (for instance, by seeking court intervention), unless we are prohibited from doing so by law or court order. We will object to requests for information about users of our site that we believe to be improper.

If we merge with another company such that your information will become subject to a different privacy policy, we will notify you before the transfer takes place. You can opt out of the new policy by deleting your account during the notice period.

Information about payments

If you use our Services for purchases or financial transactions, like for example when you buy tickets for training, we collect information about the purchase or transaction. This includes your payment information, such as 4 last digits of your credit card number, and other account and authentication information, as well as billing and contact details.

Security measures

We have appropriate technical and organisational security measures in place to ensure the security of your information and to protect it against deliberate or accidental manipulation, destruction, loss or unauthorised access.

Despite our efforts regarding security it is important to bear in mind that the internet is not a secure means of communication. Personal information communicated through the internet may be intercepted by other people. We cannot guarantee the security of personal information sent to us through this website. By using this website and entering your personal data, you accept that you use this website at your own risk.

Photography & video footage

Whenever you follow a Hackages training of any format, photographs can be taken and video footage can be made. If you don't object to this photography & video shooting at the moment it is taken, you implicitly agree that we can use these images for promotional purposes and for any other purposes that are in the interest of Hackages.

2. How do we use this information?

We use all of the information we have to help us provide and support our Services. Here's how:

Provide, improve and develop Services

We are able to deliver our Services, personalize content, and make suggestions for you by using your information to understand how you use and interact with our Services and the people or things you're connected to and interested in on and off our Services. We also use the information we have to provide shortcuts and suggestions to you.

This way we are for example able to suggest you a training. When we have location information, we use it to tailor our Services for you and others, by for example helping you to find local training events in your area. We conduct surveys and research, test features in development, and analyse

the information we have to evaluate and improve products and services, develop new products or features, and conduct audits and troubleshooting activities.

Communicate with you

We use your information to communicate with you about our Services and let you know about our policies and terms. We also use your information to respond to you when you contact us. We use your information to send you marketing communications, to which you can always unsubscribe. You can also manage your email settings in the settings page of your profile in our Community Space, if you have one.

Show and measure ads and Services

We use the information we have to improve our advertising and measurement systems so we can show you relevant ads on and off our Services and measure the effectiveness and reach of these ads.

Cookies or other tracking technologies

We use cookies and similar technologies to provide and support our Services and each of the uses outlined and described in this section of our policy. In order to improve our Services, to provide you with more relevant content and to analyse how visitors use our website and app, we may use technologies such as cookies, pixels or tracking software.

Please be aware that in most cases we will not be able to identify you from the information we collect using these technologies. For example, we use software to monitor customer traffic patterns and website usage to help us develop the design and layout of the website in order to enhance the experience of the visitors to our website.

This software does not enable us to collect any personal data. In addition, in order to understand how our customers interact with the emails and the content that we send, we use pixels that

allow us to know if the emails we send are opened or if the content of our emails is displayed in text or html form.

We also use cookies on our website, mobile app or in our emails. Cookies are small pieces of information stored by your browser on your computer's hard drive. They enable you to navigate on our website or app and allow us to provide features such as remembering aspects of your last training search to make subsequent searches faster. We track commercial emails to be able to follow-up better later.

You can delete cookies if you wish; while certain cookies are necessary for viewing and navigating on our website or app, most of the features will be still accessible without cookies. For more information on how we use cookies and how you can remove them, read our Cookie Policy.

3. How is this information shared?

We work with third party companies who help us provide and improve our Services or who use advertising or related products, which makes it possible to operate our companies.

Here are the types of third parties we can share information about you:
- Advertising, Measurement and Analytics Services (Non-Personally Identifiable Information Only). We want our advertising to be as relevant and interesting as the information you find on our Services. With this in mind, we use all of the information we have about you to show you relevant ads. We do not share information that personally identifies you (personally identifiable information is information like name or email address that can by itself be used to contact you or identifies who you are) with advertising, measurement or analytics partners. We may provide these partners with information about the reach and effectiveness of their advertising without providing information that personally identifies you, or if we have aggregated the information so that it does not personally identify you. For example, we may tell an advertiser how its ads performed, or how many people viewed their ads or installed an app after seeing an ad, or provide non-personally identifying demographic information (such as 25 year old female, in Madrid, who likes

software engineering) to these partners to help them understand their audience or customers, but only after the advertiser has agreed to abide by our advertiser guidelines.

- Vendors, service providers and other partners. We transfer information to vendors, service providers, and other partners who globally support our business, such as providing technical infrastructure services, analyzing how our Services are used, measuring the effectiveness of ads and services, providing customer service and facilitating payments. These partners must adhere to strict confidentiality obligations in a way that is consistent with this Privacy Policy. The agreements we enter into with them and must guarantee us their compliance with general data protection regulations.

4. How can I manage or delete information from my Hackages account?

If you have an account on the Hackages Community Space, you can download information associated with your Hackages account through our [Download Your Information tool](). You also have the right to transfer that information to another data controller.

You can manage, modify, update or delete any information associated with your Hackages account directly through your account at any time.

We store data for as long as it is necessary to provide products and services to you and others, including those described above. Information associated with your account will be kept until your account is deleted, unless we no longer need the data to provide products and services.

You can [delete]() your account at any time. You have the right to request a restriction of processing your personal data to Hackages and to object at any time against any processing of personal data, especially against automated individual decision-making.

5. How to contact Hackages with questions?

Questions, comments and requests regarding this privacy policy are welcomed and should be addressed to Hackages' data protection officer (Mr. Josué Motte - dpo@hackages.io).

Cookie Policy

1. General

Hackages SPRL, with registered office at Avenue des Arts 3-4-5, 1210 Brussels and VAT number BE0661913845, is responsible for the content of the websites https://hackages.io, https://business.hackages.io, https://hackages.be,https://hackages.nl, http://texidi.io and all related websites owned by the company (The Websites).

2. Cookies

Information on our use of Cookies

Due to recent changes in the law, all Websites are obliged to ask for your permission for the use of or storage of cookies and similar technologies on your computer(s) or mobile devices. This Cookie Policy gives you clear and complete information on the cookies we use and their goals. Please read thoroughly our Cookie Policy to know the privacy and cookie rules that are applicable to the Websites.
For further information about this Cookie Policy you can contact us via our data protection officer (Mr. Josué Motte - dpo@hackages.io).
Some third-party services that we use, such as Google Analytics, may place their own cookies in your browser. This Privacy Policy covers the use of cookies by Hackages only and not the use of cookies by third parties.

What are cookies?

A cookie is a small text and/or number file that we save in your browser or on your computer's hard disk or mobile device when you visit the site. It enables the website to remember your actions and preferences (such as login, language, font size and other display preferences) over a

period of time, so you don't have to keep re-entering them whenever you come back to the site or browse from one page to another.

When you visit our Website you will be asked for the permission for the use of the different cookies we use.

Your permission

When you visit our Website for the first time you will be asked to accept cookies placed by us.

Change your browser settings

We would like to draw your attention to the fact that web browsers allow you to change your cookie settings. These settings generally are to be found in the menu 'options' or 'preferences' of your web browser.

You can delete all cookies that are already on your computer and you can set most browsers to prevent them from being placed. If you do this, however, you may have to manually adjust some preferences every time you visit a site and some services and functionalities may not work.

To better understand these settings, the following links can be useful. If they aren't, you can consult the 'Help' function in your web browser for more details.

- Google Chrome: about deleting current cookies and refusing new cookies. Click here.
- Internet Explorer: about deleting current cookies and refusing new cookies. Click here.
- Firefox/Mozilla: about the refusing of new cookies. Click here.
- Firefox/Mozilla: about the deleting of current cookies. Click here.
- Safari: about deleting current cookies and refusing new cookies. Click here.
- Opera: about deleting current cookies and refusing new cookies. Click here.

Please note that if you use several devices to visit our Websites, you need to take care that your cookie preference is adjusted on the browser of every device.

When you first visit our Websites, you can easily accept or reject the cookies we use by clicking on the appropriate button, i.e. "I accept cookies" or "I refuse cookies".

More information about cookies

You can find more useful information about cookies here: http://www.allaboutcookies.org
Moreover, on these websites you can choose from which companies you do not want to receive any more cookies:

http://www.aboutads.info/choices/#completed

http://www.youronlinechoices.com/

INTERNET ADVERTISING BUREAU

An interest group of digital marketers has made a guide about online behavioural advertising and online privacy. You can consult the online guide here: http://www.youronlinechoices.eu/

How do we use cookies?

Hackages SPRL uses cookies for 3 main reasons:

- To improve the use and functionalities of its Websites;
- To analyse how users use the Websites and to draw up statistics;
- To show users personalised information and advertisements

Moreover, there are different types of cookies that we use.

- Necessary cookies enable users to navigate through a website and use the functions of a website.
- Performance cookies collect data on the use of a website, like the amount of visitors, the time that visitors spend on a webpage and error notifications. We use a.o. Google Analytics (collects certain amounts of data about the use of our Website and reports visitor statistics). Click here to read more about the use of this data by Google https://www.google.com/intl/en/policies/privacy/partners/.
- Functional cookies increase the usability of our Website by remembering your choices (for example language preferences, region, login).
- Advertising cookies enable websites to send personalised advertising messages. Our Websites use a.o. Google AdWords (collects data about the viewing of pages and ads, and can compose a user profile. This happens on a general basis, unless the user identifies him- or herself through a Google-account), Facebook conversion pixel (registers shopping behaviour after seeing an ad in Facebook. This information is added to the Facebook profile of the user), Google Adwords (registers visitors behaviour and shows targeted information and advertisement), HubSpot (tracks email openings and document views) and HotJar (registers visitors behaviour and movement patterns of the mouse).

3. Acceptance

By visiting our Websites and agreeing to this privacy and cookie policy, you accept all provisions of it. You also agree that we collect and process your personal data in accordance with this privacy and cookie policy.

4. How to contact Hackages with questions?

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Despite our efforts regarding security it is important to bear in mind that the internet is not a secure means of communication. Personal information communicated through the internet may be intercepted by other people. We cannot guarantee the security of personal information sent to us through this website. By using this website and entering your personal data, you accept that you use this website at your own risk.

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We also use cookies on our website, mobile app or in our emails. Cookies are small pieces of information stored by your browser on your computer's hard drive. They enable you to navigate on our website or app and allow us to provide features such as remembering aspects of your last training search to make subsequent searches faster. We track commercial emails to be able to follow-up better later.

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You can manage, modify, update or delete any information associated with your Hackages account directly through your account at any time.

We store data for as long as it is necessary to provide products and services to you and others, including those described above. Information associated with your account will be kept until your account is deleted, unless we no longer need the data to provide products and services.

You can delete your account at any time. You have the right to request a restriction of processing your personal data to Hackages and to object at any time against any processing of personal data, especially against automated individual decision-making.

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2. Cookies
Information on our use of Cookies

Due to recent changes in the law, all Websites are obliged to ask for your permission for the use of or storage of cookies and similar technologies on your computer(s) or mobile devices. This Cookie Policy gives you clear and complete information on the cookies we use and their goals.

Please read thoroughly our Cookie Policy to know the privacy and cookie rules that are applicable to the Websites.

For further information about this Cookie Policy you can contact us via our data protection officer (Mr. Josué Motte - dpo@hackages.io).

Some third-party services that we use, such as Google Analytics, may place their own cookies in your browser. This Privacy Policy covers the use of cookies by Hackages only and not the use of cookies by third parties.

What are cookies?

A cookie is a small text and/or number file that we save in your browser or on your computer's hard disk or mobile device when you visit the site. It enables the website to remember your actions and preferences (such as login, language, font size and other display preferences) over a period of time, so you don't have to keep re-entering them whenever you come back to the site or browse from one page to another.

When you visit our Website you will be asked for the permission for the use of the different cookies we use.

Your permission

When you visit our Website for the first time you will be asked to accept cookies placed by us.

Change your browser settings

We would like to draw your attention to the fact that web browsers allow you to change your cookie settings. These settings generally are to be found in the menu 'options' or 'preferences' of your web browser.

You can delete all cookies that are already on your computer and you can set most browsers to prevent them from being placed. If you do this, however, you may have to manually adjust some preferences every time you visit a site and some services and functionalities may not work.

To better understand these settings, the following links can be useful. If they aren't, you can consult the 'Help' function in your web browser for more details.

- Google Chrome: about deleting current cookies and refusing new cookies. Click here.
- Internet Explorer: about deleting current cookies and refusing new cookies. Click here.

- Firefox/Mozilla: about the refusing of new cookies. Click [here](#).
- Firefox/Mozilla: about the deleting of current cookies. Click [here](#).
- Safari: about deleting current cookies and refusing new cookies. Click [here](#).
- Opera: about deleting current cookies and refusing new cookies. Click [here](#).

Please note that if you use several devices to visit our Websites, you need to take care that your cookie preference is adjusted on the browser of every device.

When you first visit our Websites, you can easily accept or reject the cookies we use by clicking on the appropriate button, i.e. "I accept cookies" or "I refuse cookies".

More information about cookies

You can find more useful information about cookies here: http://www.allaboutcookies.org Moreover, on these websites you can choose from which companies you do not want to receive any more cookies:

http://www.aboutads.info/choices/#completed

http://www.youronlinechoices.com/

INTERNET ADVERTISING BUREAU

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- Necessary cookies enable users to navigate through a website and use the functions of a website.
- Performance cookies collect data on the use of a website, like the amount of visitors, the time that visitors spend on a webpage and error notifications. We use a.o. Google Analytics (collects certain amounts of data about the use of our Website and reports

visitor statistics). Click here to read more about the use of this data by Google
https://www.google.com/intl/en/policies/privacy/partners/.

- Functional cookies increase the usability of our Website by remembering your choices (for example language preferences, region, login).
- Advertising cookies enable websites to send personalised advertising messages. Our Websites use a.o. Google AdWords (collects data about the viewing of pages and ads, and can compose a user profile. This happens on a general basis, unless the user identifies him- or herself through a Google-account), Facebook conversion pixel (registers shopping behaviour after seeing an ad in Facebook. This information is added to the Facebook profile of the user), Google Adwords (registers visitors behaviour and shows targeted information and advertisement), HubSpot (tracks email openings and document views) and HotJar (registers visitors behaviour and movement patterns of the mouse).

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