
CALIFORNIA CONSUMER PRIVACY STATEMENT – SUPPLEMENT

Last Updated: April 5, 2022

This California Consumer Privacy Statement supplements the Sollers Consulting Privacy Policy. It applies solely to California consumers in particular when visiting Sollers Consulting website and addresses personal data we collect online.

The wording in this supplement is consistent with the wording in the Privacy Policy and has the same meaning.

Notice to California Residents

Notice of Collection and Use of Personal Data

We may collect the following categories of personal data about you:

- **Identifiers:** identifiers such as a real name, alias, postal address, unique personal identifier (such as a device identifier; cookies, beacons, pixel tags, mobile ad identifiers and similar technology; customer number, unique pseudonym, or user alias; telephone number and other forms of persistent or probabilistic identifiers), online identifier, internet protocol address, email address, account name, and other similar identifiers
- **Online Activity:** Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites, applications, or advertisements
- **Geolocation Data**

We may use the categories of personal data listed above for certain purposes, as described in this list:

- The pursuit of a legitimate interest in developing and improving our website, providing users with tailored content.
- Legal grounds for the processing of personal data of individuals visiting our pages on social media and the use of social media plug-ins and tools:
 - The pursuit of a legitimate interest in promoting the Sollers brand and services.

- Realization of a legitimate interest in attracting, identifying and recruiting highly qualified employees.
- The pursuit of a legitimate interest in improving the experience of individuals visiting our website and optimizing our services.
- Legal grounds for processing personal data of individuals conducting e-mail correspondence with Sollers:
 - The pursuit of a legitimate interest in securing our IT infrastructure against unauthorized access and data leakage.
 - Realization of a legitimate interest in analyzing mail traffic statistics e-mail

Use and Disclosure of Personal Data

We only obtain your personal data directly from you by entering our website or by contacting with us on any social media platform. We do not use other sources to receive your personal data.

Sharing of Personal Data

We only share personal data with others when he is legally permitted to do so, putting in place security mechanisms and contracts to comply with the Controller's security, confidentiality and data protection standards and policies.

The personal data that we hold, may be transferred to:

- Other Sollers Consulting Companies, the Controller will do this if this is necessary for administrative purposes and to provide professional services to the Controller's clients. The Controller's business contacts are visible to and used by the Controller's employees to allow them to find out more about a specific contacts, leads, opportunities or projects they are interested in. In case you want to know more about processing this type of data, please see the Business Contacts section of the Privacy Policy.
- the Controller's sub-contractors that help to provide to the Controller's Clients professional services.
- Professional advisors and auditors, if needed.
- Third party organizations that provide applications/functionality, data processing or IT services to the Controller. A part of the Controller's IT systems are provided or ran by third parties, e.g. providers cloud-based software as a service, website hosting and management, data backup, security and storage services. The servers powering and facilitating that cloud infrastructure for the Controller are located in secure data centers in the European Union.

- Third party organizations that provide the Controller with goods, information or services.
- Third parties as required by law. It may happen that the Controller will need to share personal information with e.g. law enforcement bodies or governmental agencies in order to be compliant with the applicable law. This is when the need to establish, exercise or defend legal rights or to investigate an alleged crime arises.

Sale of Personal Data

We do not sell your personal data.

California Consumer Privacy Rights

You have certain choices regarding our use and disclosure of your personal data, as described below.

Access: You may have the right to request, twice in a 12-month period, that we disclose to you the personal data we have collected, used, disclosed, and sold about you during the past 12 months.

Deletion: You have the right to request that we delete certain personal data we have collected from you.

Opt-Out of Sale: You have the right to opt-out of the sale of your personal data.

Right to non-discrimination: Businesses cannot deny goods or services, charge you a different price, or provide a different level or quality of goods or services just because you exercised your rights under the CCPA.

Shine the Light Request: You also may have the right to request that we provide you with (1) a list of certain categories of personal data we have disclosed to third parties for their direct marketing purposes during the immediately preceding calendar year and (2) the identity of those third parties.

How to Submit a Request: send us an email to the following address:
data.protection@sollers.eu.