



REWARD VALUE

---

---

## PRIVACY STATEMENT

---

---

Reward Value works with investors, universities and businesses to modernise executive pay as a catalyst for positive change. Reward value considers the privacy of its contributors, employees, suppliers, applicants, other contacts and visitors to the websites and events important. That is why Reward Value handles your personal data with care. This privacy statement relates to the processing of personal data by Reward Value Foundation located at Rijksweg 681, Wassenaar.

Below you will find an overview of the topics discussed in this privacy statement. Processing of personal data: categories, purposes and legal bases

1. When do we provide your personal data to third parties?
2. What about links to third party websites?
3. How to withdraw your consent?
4. What are your rights?
5. How long do we keep your data?
6. Modification of this privacy statement
7. Contact details

### **1. Processing of personal data: categories, purposes and legal bases**

Reward Value uses your personal data exclusively for the purposes for which you have provided them to us, unless you have given your explicit consent for the use of your personal data for other purposes.

#### **1.1 Registering as a contributor or signing up for one of our products, services or activities**

If you register as a partner or sign up for one of our products, services or activities and when you order a publication, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.
- **Payment data:** bank account number.

We process these categories of personal data on the legal basis 'the performance of an agreement'. We process the personal data for the following purposes:

- to enter into or execute an agreement, for example, to provide the products, services or information you desire;
- to invoice purchased paid services or products; and
- to provide the ordered publication.

#### **1.2 Receiving e-mails**

If you sign up for the newsletter and/or if you agree to receive offers for Reward Value products and services, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.



## REWARD VALUE

We process these categories of personal data based on your consent. We process the personal data for the following purposes:

- to send newsletters, surveys and other notifications; and
- to send offers of services and products of Reward Value.

### 1.3 Job applicants

If you apply for a job at Reward Value, we process the following categories of personal data:

- **Contact details:** name, e-mail address and telephone number
- **Application data:** gender, date of birth, photograph (if provided), CV and cover letter

We process the personal data on the legal basis 'the performance of an agreement' to which a job applicant becomes a party. We process the personal data to assess your suitability for a job and to handle the application process.

### 1.4 Participating in our research and surveys

If you participate in our research and surveys, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.
- **Research:** your answers to our surveys and the input provided during sessions and interviews (such as focus groups).

We process the personal data on the basis of your consent. We process the personal data to conduct our research. Please note that our research results will be anonymized and that no personal data will be included in our (published) research reports.

### 1.5 Participating in a meeting or event

If you participate in a meeting or event, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.
- **Payment data:** bank account number (in case of a paid event).

We process the personal data on the basis of your consent. We process the personal data for the following purposes:

- to invite you to a meeting or event; and
- to have you participate in a meeting or event.

### 1.6 Contacting Reward Value

If you contact Reward Value, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.
- **Correspondence:** email messages, telephone notes and other communications.

We process the personal data on the following legal basis: the processing is necessary to promote the legitimate interests pursued by Reward Value. We process the personal data for the following purposes:



## REWARD VALUE

- to reply to your question and to handle your requests; and
- to communicate with you.

### 1.7 Providing products or services to Reward Value, or awarding a grant or contract to us

When you provide products or services to Reward Value, or when you award a grant or contract to us, we process the following categories of personal data:

- **Contact details:** your name, (business) email address and (business) telephone number.
- **Company details:** position, name of employer/company and the location of the company.
- **Payment data:** bank account number.

We process the personal data on the legal basis 'the performance of an agreement'. We process the personal data for the following purposes:

- to accept and process grants which are awarded to Reward Value;
- to purchase products or services; and
- to maintain business relationships.

### 2. When do we provide your personal data to third parties?

Reward Value uses services of the following third parties:

- **Monday.com:** our workflow management system.
- **Mailchimp:** to send our newsletter.
- **Microsoft:** to store our data in a cloud environment.

Reward Value only provides your personal data to third parties in the following cases:

-If this is necessary for the performance of the services you require;

-If the data are public;

-If Reward Value is obliged by law to provide certain data.

If these third parties qualify as processors on behalf of Reward Value, we conclude processing agreements with these third parties so they will handle your personal data with care.

### 3. What about links to third party websites?

If you end up on a third-party website through Reward Value's website or other services or products, the terms and privacy rules of that third party will apply. Reward Value does not control the activities of such websites or third parties and is not liable for the content, privacy, security and regulations of the websites to which Reward Value links. Reward Value therefore advises you to familiarise yourself with the privacy conditions, security and regulations of the third party before you provide them with (personal) information.

### 4. How to withdraw your consent?

If you no longer wish to receive marketing and promotional communications about our products and services or general news via e-mail, you may withdraw your consent by following the opt-out instructions included in each e-mail or by sending a message to [contact@rewardvalue.org](mailto:contact@rewardvalue.org). Please note that we may continue to send you mailings and messages on other grounds, such as in the context of your partnership.



## **5. What are your rights?**

You have the right to access your personal data and the right to request correction, deletion or transfer of your personal data. In addition, you have the right to object to the processing of your data. In certain cases, you have the right to a restriction on the processing of your personal data. For example because you contest the accuracy of your personal data. You can review your personal data collected by Reward Value and have it changed if you wish by sending a request to: [contact@rewardvalue.org](mailto:contact@rewardvalue.org) . We will respond to your request within 4 weeks. Reward Value can verify your identity if you submit requests for inspection or modification. If you do not agree with the way Reward Value handles your personal data you can file a complaint with the Dutch Data Protection Authority (in Dutch: *Autoriteit Persoonsgegevens*).

## **6. How long do we keep your data?**

Reward Value will keep your personal data as long as necessary for the purposes mentioned above or to comply with legal (storage) obligations.

## **7. Modification of this privacy statement**

Reward Value has the right to change its Privacy Statement. If substantive changes are made, we will announce this via the website [www.rewardvalue.org](http://www.rewardvalue.org) or one of the other websites managed by Reward Value.

## **8. Contact details**

If you have any questions regarding this Privacy Statement, please contact us via e-mail at [contact@rewardvalue.org](mailto:contact@rewardvalue.org) or via telephone at +31646100970.

*Version dd. 01-12-2022*