

FWC Privacy Policy

Introduction

At FWC (Future Workforce Consulting), we prioritize your privacy and are dedicated to handling and processing your personal information with care and responsibility.

This privacy statement outlines how FWC collects, utilizes, and shares personal information concerning consumers and individuals associated with our clients, business partners, suppliers, and other organizations with which FWC has, or anticipates having, a business relationship. This policy applies to FWC Corporation and its subsidiaries unless a subsidiary provides its own statement independent of FWC.

When we offer products, services, or applications as a business-to-business provider, the client assumes responsibility for the collection and utilization of personal information related to these offerings, governed by the client's privacy policy unless stated otherwise. Our agreement with the client may permit us to request and gather information about authorized users for contractual management purposes. In such cases, this privacy statement, or a supplementary privacy notice, will be applicable.

FWC may issue additional data privacy information through supplementary privacy notices.

Personal Information We Collect and Use

This section outlines the various categories of information we gather and how we employ them at FWC.

We collect a diverse range of data across different domains, including:

- **Your Account:** Details such as your name, email address, and country or region of residence when you create an FWC ID.
- **Website Interactions:** Information related to your interactions with FWC Websites and Applications, including visits and browsing behavior.
- **Cloud and Online Services:** Usage data when you engage with our cloud and online services.
- **Marketing Preferences:** Information about your preferences for receiving marketing communications.
- **Contractual Engagements:** Data related to any contracts you initiate with us.
- **Support Services:** Details collected during support interactions, including descriptions of issues and potential resolutions discussed.
- **Security Measures:** Information collected to enhance the security of both you and FWC.
- **Recruitment Data:** Information collected during recruitment processes and records related to former employees.

- **Business Operations:** Data used to manage business operations, conduct audits, and optimize efficiencies.
 - **Cookies and Similar Technologies:** Data related to cookies and tracking technologies employed on our platforms.
 - **Children's Data:** Policies concerning the collection of data from minors, as defined by applicable laws.
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How We Use Your Information

- **Account Management:** To create and manage your account and provide you with access to our services.
 - **Website Operations:** To enhance your browsing experience and tailor information delivery to your preferences.
 - **Marketing Communications:** To keep you informed about relevant products and services and to personalize your online interactions.
 - **Contract Fulfillment:** To manage contracts and deliver purchased products or services.
 - **Support Services:** To address your support inquiries effectively and improve our services.
 - **Security Measures:** To safeguard against potential IT threats and unauthorized access.
 - **Recruitment Processes:** To evaluate job applicants and manage employment-related data.
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Sharing Personal Information

We may disclose your personal information internally and externally for legitimate business purposes, including sharing with suppliers, advisors, and business partners on a need-to-know basis.

Facilitating International Transfers

FWC acknowledges that personal information may be transferred across borders to its subsidiaries and third-party partners. We employ robust measures to ensure compliance with relevant privacy regulations during such transfers, including implementing contractual agreements and certifications under data protection frameworks.

Information Security and Retention

To safeguard your personal information against unauthorized access, use, and disclosure, FWC implements robust physical, administrative, and technical measures. We retain personal information only as long as necessary to fulfill processing purposes or comply with legal

requirements. Upon reaching the end of its necessary retention period, personal information is securely disposed of using industry-standard practices.

Your Rights

You have certain rights concerning the management of your personal information. You can:

- Request access to, update, or rectify your personal information.
- Request the transfer of your personal information to another party.
- Request the deletion of your personal information from our records.
- Opt out of specific types of personal information processing, such as targeted advertising.
- Lodge a complaint with FWC regarding the handling of your personal information.

Please note that your rights may be subject to limitations and exceptions dictated by applicable laws.

Legal Basis for Processing Personal Data

At FWC, our adherence to legal bases ensures that your personal information is processed responsibly and in compliance with relevant laws:

- **Contractual Necessity:** When processing is essential for fulfilling contractual obligations with you.
 - **Legitimate Interests:** When processing serves legitimate interests related to our business operations.
 - **Consent:** When processing is contingent upon your explicit agreement, such as with marketing communications.
 - **Legal Obligations:** When required by law to process certain personal information.
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Privacy Policy Updates

In the event of a substantial amendment to this Privacy Policy, the effective date will be updated, and a notification will be prominently displayed. Users are deemed to have acknowledged and comprehended the alterations by continuing to use our websites and services post-revision. For access to prior iterations of the Privacy Policy, please refer to the available archives.